

2004 - 2005 IIR Activities

During the 2004-05 academic year, Professor Gary Blasi served as the IIR's Acting Director, while Director Ruth Milkman was on sabbatical. This document summarizes the year's IIR activities, some of which were fostered by IIR grants to other campus units.

Conferences and Colloquia

Oct. 8-9, 2004 Conference: "Strengthening the Worker Center Movement in California" (Downtown Labor Center).

Oct. 28, 2004 "From Widgets to Digits: Legal Regulation of the Changing Contract of Employment," 2004 Benjamin Aaron Lecture, by Prof. Katherine Stone

Nov. 11-12, 2004 Conference: "The Future of California's Garment Industry, Strengthening Opportunities for Immigrant Workers" (Downtown Labor Center). Panel members from: Sweatshop Watch, Asian Law Caucus, Garment Worker Center, Chinese Progressive Association and Asian Immigrant Women Advocates.

Jan. 19, 2005 Colloquium: "Why Low Income Women Put Motherhood before Marriage," Kathryn Edin, Department of Sociology, University of Pennsylvania. Co-sponsored with UCLA Population Center.

Feb. 11, 2005 Organizational Behavior Conference, Co-sponsored by the Anderson Graduate School of Management. Presentations by:
Joel Brockner, Columbia University, "Re-Thinking the Role of Status in Organizational Justice"
Corinne Bendersky, UCLA, "Control and Justice: The Productivity Effect of Situationally Appropriate Organizational Justice"
Maia Young, UCLA, "Controlled by Higher Powers: Fatalistic Thoughts and Practices in Judeo-Christian and Hindu Cultures"
Barry Staw, UC Berkeley, "Initiatives, Innovation, and Other Unauthorized Activities"

Feb. 28, 2005 Symposium: "The Decline of Labor," Nelson Lichtenstein, Department of History, UC Santa Barbara and JoAnn Wypijewski, Senior Editor, The Nation. Co-sponsored by the Center for Social Theory and Comparative History.

Feb. 28, 2005 Colloquium: "The Autonomy Myth at Work: Care Giving, Dependency, and the Nature of the Workplace," Martha Fineman, Robert W. Woodruff Professor of Law at Emory University and Founder and Director of the Feminism and Legal Theory Project. Co-sponsored by the Globalization and Labor Standards (GALS) Project and the UCLA Center for the Study of Women.

March 3, 2005 Colloquium: "Suburban Sweatshops," Jennifer Gordon, Fordham School of Law. Co-sponsored by the UCLA Law School Program in Public Interest Law and Policy.

March 15, 2005 Colloquium: "Decision-Making by the Children of the National Longitudinal Survey of Youth," Shelly Lundberg, University of Washington. Co-sponsored by the California Center for Population Research and the Albert Family Series in the Economics Department.

March 30, 2005 Forum: "The Social Security Safety Net - Will it Hold?" Michael Dukakis, Daniel J.B. Mitchell, Kirk J. Stark, and Eric Zolt. Co-sponsored by the Globalization and Labor Standards Speakers Program and the Program on Tax Policy.

March 31, 2005 Forum: "Guest Workers and Immigration Reform: Legal, Social & Economic Problems & Prospects," Michele Waslin, Director of Immigration Policy Research, National Council of La Raza; Victor Narro, UCLA Downtown Labor Center & former Co-Executive Director of Sweatshop Watch; Ira Mehlman, Media Director, Federation for American Immigration Reform.

June 4, 2005 Conference: "Is Wal-Mart Good for America?" Co-sponsored by the Department of Urban Planning. Speakers included:

Senator Gloria Romero, Senate Majority Leader; 24th Senate District
Senator Richard Alarcon, Chair of the Senate Labor Committee
Assemblymember Jerome Horton, 51st Assembly District
Terese Bouey, Assistant Director, AFL-CIO Organizing Department
Paul Meineme, President, UFCW 1400, Saskachewan, VP UFCW Canada National Council
Charles Goff and Flora Guerrero, Frente Civico pro Defensa del Casino de la Selva (Mexico)
Billy Hung, Chinese Working Women's Network, Hong Kong, China
Ken Jacobs, UC Berkeley Center for Labor Research and Education
Nelson Lichtenstein, UC Santa Barbara, History Department
John Grant, United Food and Commercial Workers, Local 770
Emily Arnold-Fernandez, Equal Rights Advocates
Lizette Hernandez, Strategic Actions for a Just Economy (SAJE)
Reverend Jarvis Johnson, Clergy and Laity United for Economic Justice (CLUE)
Edna Bonacich, UC Riverside, Department of Sociology and Ethnic Studies
David Arian, International Longshore and Warehouse Union, Local 13
Miguel Lopez, International Representative, International Brotherhood of Teamsters
Karin Mak, Sweatshop Watch
Esperanza Martinez, Young Workers United
Tracy Gray-Barkan, Senior Research Analyst, Los Angeles Alliance for a New Economy
Tim Frank, Sierra Club; Chair, Challenge to Sprawl Campaign Committee
Josh Kamensky, Office of LA Councilmember Eric Garcetti
Kate O'Hara, Regional Issues Organizer, Greenbelt Alliance
John Tran, Rosemead City Council
Glen Whitman, California State University Northridge, Economics Department
Desi Murray, Great Britain Communication Workers
Autumn Bernstein, Then Next Generation, Campaign Consultant
Amaha Kassa, Executive Director, East Bay Alliance for Sustainable Economy
John McClendon, Attorney, Van Blarcom, Leibold, McClendon & Mann
Larry Bevington, Save Our Communities, Community
Charles Lester, LA County Federation of Labor

IIR Graduate Student Research Support

1. California Center for Population Research (*Grantee: Duncan Thomas*)

IIR support was used to support student attendance at professional meetings where they presented their work-in-progress. Over 35 CCPR students attended the 2005 Population Association of America (PAA) Annual Meeting in Philadelphia. IIR support funded 5 students, 3 of whom were presenting papers and 2 were presenting posters.

Student Presenter	Department	Paper Title
Sarah Edgington	Sociology	“Economic Strategies of Immigrant and Non-Immigrant Families in Los Angeles”
Amy Hsin	Sociology	“Schooling Outcomes and Labor Divisions in Children’s Time Use in Indonesia”
Douglas McKee	Economics	“Retirement Behavior in Indonesia”

IIR support was also used to purchase data for graduate student Ph.D. research on employment across the globe. These data are archived in the CCPR ReadyData archive.

2. Center for the Study of Urban Poverty (*Grantee: Abel Valenzuela*)

CSUP has developed expertise in day labor, welfare to work, worker centers, and the institutional role of community-based organizations (CBOs) in assisting immigrant settlement. With support from IIR, five graduate students were supported on individual research projects that include 1) an assessment of day labor demand (e.g., employers), 2) the role of the National Day Labor Organizing Network in providing worker training and leadership to rank and file day laborers, 3) an assessment of LA and Orange County CBOs that provide labor related services (e.g., training, job search), 4) a best practice analysis of day labor worker centers across the United States, and 5) how 501C(3) organizations organize workers in a transnational context. All of these projects involve either collection of original data or analysis of existing data bases housed at CSUP.

3. Department of Sociology (*Grantee: David Lopez*)

The Department of Sociology used IIR funds to support graduate student research and conference travel funding. Conference travel awards supported five students who presented papers at the annual American Sociological Association meeting in Philadelphia, PA and one at the 2005 meeting of the Society of the Advancement of Socio-Economics in Budapest. The research awards were used to fund labor and employment-related projects on topics such as “Asian Pacific Americans in Prime Time”, “Turning into Attorneys”, Identity, Status, and Overwork Among the French Elite” and “Working for Change: Young Reformers in Labor Unions and Public School.”

Name	Award Type	Research Topic
Brandon Berry	Research	"The Dynamic Organization of Segregation and Integration"
Christina Chin, Jenny Lee, and Noriko Milman	Research	"Asian Pacific Americans in Prime Time"
Rachel Cohen	Research	"Hairstyling in Capitalism: Where Work Relations 'Solve' Structural Constraints of the Industry"
Amy Dennisen	Research	"Women's Efforts to Make Careers in the Male-dominated Construction Trades; The Micro-Politics of Sexual and Gender Harassment: How Tradeswomen Define Problematic Conduct at Work"
Amy Dennisen	Travel	
Meera Deo	Research	"urning into Attorneys"
Patricia Donze	Research	"Labor Force Status and Work and Family Attitude Change: General Social Survey 1994-2002"
Angela Jamison	Travel	"On the Logic of Collective Action: Corporations, Union Leaders and Strikers in the Southern California Supermarket Conflict"
Gabrielle Raley	Research	"The Everyday Life of Class: How White-collar Workers Construct Class Boundaries at Work and at Home"
Daisy Rooks	Research	"Working for Change: Young Reformers in Labor Unions and Public Schools; Perceptions of Leadership: Organizers and Worker Relationships in Working Class Collective Action"
Daisy Rooks	Travel	
Nancy Yuen	Travel	"Performing Authenticity: How Hollywood Professional Actors Construct the Self"
Nancy Yuen	Research	"How Hollywood Characterizes Gender: A Content Analysis of Professional Actors' Casting Notices for Film and Television, 1975 – 2000"

IIR Small Grants for Faculty Research

Matthew Drennan, Urban Planning (\$9,752): ***Immigration, Wage Divergence, and Local Public Poverty: California's Smaller Metropolitan Areas Since 1970***

Miriam Golden, Political Science (\$10,000): ***Occupational Shift, Globalization, and Industrial Relations in OECD Nations***

Gilda Haas, Urban Planning (\$10,000): ***Using Social Network Analysis as a Weapon Against Slum Housing in Los Angeles***

Sanford Jacoby, AGSM (\$9,444): ***Institutional Investors, Corporate Governance, and Employee Relations: The Case of CalPERS***

Greta Krippner, Sociology (\$10,000): ***Financial and Social Conflict in U.S. Society, 1970-2000***

Vinit Mukhija, Urban Planning (\$10,000): ***Duroville, an American Slum of Immigrant Farmworkers on Native-American Land***

Abel Valenzuela, Chicano Studies (\$10,000): ***The Landscape of Gardening Work***

Goetz Wolff, Urban Planning (\$10,000): ***Labor and Industrial Research Methods Curriculum***

Roger Waldinger, Sociology (\$9,977): ***Immigration and California's Labor Movement: a case study of Salvadoran immigrant activists and organizations***

UCLA CENTER FOR LABOR RESEARCH AND EDUCATION 2004-2005 ACTIVITIES

The 2004-045 staff of the Labor Center includes Director Kent Wong, Staff Director Larry Frank, Project Directors June McMahon, Victor Narro, Nancy Cohen, and Lola Smallwood Cuevas, Editorial Specialist Julie Monroe and Program Assistants Alexandra Topete, Erica Grove, and Gillian Claycomb. Kent Wong has been the director for 14 years, and previously served as staff attorney for the Service Employees International Union, Local 660.

The Labor Center's Advisory committee meets on a quarterly basis to provide advice and support to the Center's activities. The committee consists of thirty-seven Southern California labor leaders, representing more than one million members in the private and public sector. David Sickler, who served as regional director of the AFL-CIO (representing California, Nevada, and Hawaii), and is currently Southern California director of the Building and Construction Trades Unions, is the chair of the advisory committee. As a widely respected leader of the labor movement in California, David Sickler brings to the Labor Center notable talent and resources. Also on the advisory committee is Martin Ludlow, the executive secretary-treasurer of the Los Angeles County Federation of Labor, AFL-CIO, the second largest federation in the country, representing over 800,000 members.

Campus Initiatives. UCLA Labor Center faculty members staff several undergraduate and graduate courses, and also provide support for the IIR's Labor and Workplace Studies Minor. Kent Wong regularly serves as one of the faculty members teaching the General Education Cluster Course on "Work, Labor, and Social Justice in the U.S." In Spring 2005, Larry Frank taught in GE24 as well, staffing a service-learning seminar where students were given the opportunity to have an internship experience with unions and community organizations. June McMahon also regularly teaches a course on labor-management cooperation, offered through the Anderson Graduate School of Management. In 2004-05, Victor Narro taught three courses in the Chicano Studies Department, one on "Race and Gender," another on the United Farm Workers, and a third on field research methodology. In both 2004 and 2005, Larry Frank and Victor Narro offered two Summer Sessions courses as well, including an internship course.

The Labor Center and the Urban Planning Department have jointly sponsored the "Community Scholars" class for the past fourteen years. This innovative program brings together labor and community leaders and urban planning graduate students to engage in participatory research. The 2004-2005 Community Scholars class focused on the impact of Wal-Mart on the economy, and was taught by Urban Planning lecturer Goetz Wolf.

In Spring Quarter 2005, the UCLA Labor Center, in partnership with the African American and Chicano Studies Departments, offered a course with Rev. James Lawson on "Non-Violence and Social Movements," funded by the campus Office of Instructional Development.

In Winter Quarter, the Labor Center sponsored a Labor Teach-In, co-sponsored by several student organizations, focusing on current issues impacting labor locally and nationally. Speakers included United Farm Workers President Arturo Rodriguez, Rev. James Lawson, and Maria Elena Durazo from the Hotel Workers Union. Over 400 people attended this event.

The UCLA Labor Center also sponsors a variety of student internship opportunities for UCLA graduate and undergraduate students. In May 2005, the Labor Center sponsored a Job Fair with over 20 labor and community organizations that were seeking job applicants. Over 100 students participated, and several found job and internship placements as a result.

Labor Education. The UCLA Labor Center has offered a series of union leadership schools for California's diverse workforce. In 2004-2005, union leadership schools were offered for Spanish-speaking immigrant workers, Asian-American union leaders, and African-American union leaders.

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

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

Kent Wong serves on the California State Assembly Speaker's Commission on Labor Education. Established by former Speaker Bob Hertzberg, the Commission is currently staffed by the Speaker Fabian Nunez. The commission meets periodically to discuss ways to strengthen the field of labor education throughout California.

In July 2004, the UCLA Labor Center hosted the Summer Institute for Union Women, a week long residential program on UCLA campus that attracted 150 women from labor and community organizations throughout the Western States. In addition, international guests from ten different countries attended.

Another labor education initiative involving the Labor Center is "Labor Review, broadcast on KPFK Radio 90.7 each Thursday evening. Henry Walton, who serves on the Advisory Committee of the Labor Center, is the host. Kent Wong is a frequent guest.

Labor Policy and Research. The UCLA Labor Center has been involved in numerous research initiatives on a broad range of topics that are critical to unions and workers in California. These initiatives include research on immigration and on immigrant workers.

In October 2004, the UCLA Labor Center convened a statewide meeting of Immigrant Worker Centers throughout California. In November 2004, the Labor Center sponsored a convening on the future of California's garment industry, with key labor and community organizations involved in addressing the issues impacting garment workers.

The Labor Center has also been engaged in research on the link between housing policy and labor, and convened a series of meetings that have brought together labor leaders from the building trades and leaders from the affordable housing community to discuss a common agenda.

The Labor Center has also been involved in research on the home care industry statewide, and has helped bring together researchers, union leaders, policy makers, and public health officials to discuss the challenges facing this large and growing work force.

Publications and Other Activities. Kent Wong and Larry Frank co-authored an article on the Los Angeles County Federation of Labor that appeared in the *Working USA* in December 2004. Victor Narro's article, "The Impact of Local Organizing Campaigns on Next Wave Organizations: Creative Strategies of Los Angeles Worker Centers for Organizing and Legislative Campaigns" will appear in the *New York Law School Law Review Journal* in fall 2005. Narro also co-authored an article entitled "Oaxacan Civic Engagement Capacity Building Project" funded through a "UCLA in L.A." Partnership Grant.

The Labor Center's newsletter, "Labor Education News," appears three times a year. About 2,000 copies are distributed to labor leaders in California and throughout the country. Labor Center Director Kent Wong is regularly interviewed for TV, radio, and newspapers stories on labor issues, and during the 2004 – 2005 year has been featured in media outlets including *The New York Times*, *Los Angeles Times*, *Washington Post*, *Chicago Tribune*, *San Francisco Chronicle*, *Orange County Register*, ABC News, NBC News, KTTV News, the Lehrer News Hour, Week In Review, and radio stations KFWB, KNX, and KPFK.

During 2004–2005, Kent Wong has lectured at the University of Melbourne, Australia; the University of Technology, Sydney, Australia; Yonsei University in Seoul, Korea; Beijing University and Ren Min University in Beijing, China. He has also spoken at the United Association for Labor Education annual meetings, Pitzer College, Cal Poly Pomona, UC Riverside, California State University Northridge, California State University Dominguez Hills, and L.A. Trade Technical College. Mr. Wong was the commencement speaker at the Asian Pacific Islander Graduation at UCLA in June 2004. During 2004–2005, he addressed the national conference of the AFL-CIO Civil Rights Department, the national convention of the Asian Pacific American Labor Alliance, the national Immigrant Worker Freedom Ride conference, and state conferences of the California Federation of Teachers, the California Faculty Association, and the American Federation of State County and Municipal Employees.

The UCLA Labor Center has also been involved in various international initiatives. In 2004, two visiting scholars from Japan worked at the UCLA Downtown Labor Center for six months, conducting research and writing articles on the Los Angeles labor movement. In December 2004, the UCLA Labor Center hosted a visiting scholar from El Salvador who participated in several workshops on labor art and culture. During 2004-2005, the Labor Center hosted scholars and trade union leaders visiting from the following countries: Mexico, Canada, Brazil, Bolivia, Venezuela, Honduras, Iraq, England, Ireland, China, Hong Kong, Taiwan, Japan, Korea, the Philippines, and Vietnam. Labor Center staff members have participated in conferences in Mexico, Canada, Japan, Vietnam, Korea, Australia, and China. The Labor Center has also been instrumental in arranging for study tours in China and Vietnam, and in facilitating relations between scholars and labor unions from these countries.

LABOR OCCUPATIONAL SAFETY AND HEALTH PROGRAM

2004-2005 Activities

LOSH's Program Director Marianne Brown retired in June of 2004 after a 20-year term. In January 2005, LOSH transitioned to new leadership when former LOSH staff, Linda Delp, became Program Director. Delp was previously employed as a project director with the UCLA Labor Center and as Western Region Director of Health and Safety for the Service Employees International Union. She appointed former Interim Director and WOSHTEP Project Director Laurie Kominski as LOSH's Associate Director of Program Administration and former Lead Bilingual Spanish-English trainer Deogracia Cornelio as its Associate Director of Education.

LOSH's current initiatives include four major projects:

The Hazardous Waste/HazMat Training Project provides up-to-date health and safety training for hazardous waste workers in the private and public sector as well as hazard communication training for day laborers and other at-risk workers so that they and their communities where they work will be protected from injuries and illnesses. LOSH is the lead agency of a Western Region University consortium that reaches underserved populations in the West, Southwest, and Northwest who handle or work with hazardous materials/waste. The Project is funded by the National Institute of Environmental Health Sciences. Additional funding from a settlement with International Catalyst resulting from worker deaths and injuries was directed to LOSH from the Los Angeles District Attorney's Office to supplement the Project's training activities.

During 2004-5 the LOSH Hazardous Waste Project focused on **expanding training for women and minority workers** who are enrolled in job training programs, and for Spanish-speaking workers who handle hazardous materials. Strong ties established with Latino immigrant organizations that represent workers exposed to hazardous materials and wastes include: Coalition for Humane Immigrant Rights/LA (day laborers in construction), the Pomona Day Laborers, Women in Non-Traditional Employment Roles (WINTER), Chrysalis Job Training and Placement program, and the Maintenance Cooperation Trust Fund (advocacy organization for janitorial workers). In this program, **LOSH taught a total of 52 courses with 777 trainees totaling 6,727 contact hours**. The Consortium will expand outreach and education efforts in the upcoming grant year to include longshore workers at the ports of Los Angeles/Long Beach, the CA Bay Area and Seattle/Tacoma

The Worker Occupational Safety and Health Training and Education Program (WOSHTEP) trains Southern California workers to be Worker Occupational Safety and Health (WOSH) Specialists using a 24-hour curriculum developed by the Program and delivered through a statewide network of training providers who are mentored by LOSH WOSHTEP trainers. LOSH staff conduct ongoing educational needs assessments and shorter awareness sessions for immigrant workers and small businesses, develop Spanish-language curricula, facilitate a WOSH Specialist Listserv, conduct youth leadership activities, and maintain a bilingual website with resources. The Program's overall purpose is to promote safety and health programs by developing leadership among workers and their representatives, focusing on high hazard industries and workers who are traditionally underserved. Funding is provided by the California Commission on Health and Safety and Workers' Compensation (CHSWC) as required by 2002 Workers' Compensation Reform legislation.

In 2004-5 LOSH conducted **ten 24-hour WOSH Specialist courses for 142 trainees** (46 in Spanish, 96 in English) in a variety of high priority worker populations throughout Southern California including: Felbro, Inc., East Los Angeles; CIWA – Coalition of Immigrant Worker Advocates, Los Angeles; Chrysalis, Los Angeles; Mr. Clean Maintenance Services, Bloomington; SEIU Local 1877, Los Angeles; Seal Methods, Inc., Santa Fe Springs; Phoenix House, Southern CA facilities; Open Enrollment for Supervisors/Managers from companies whose front line workers were trained; San Diego City College Labor Studies Program, San Diego (Participants received 1.5 credits); and Open Enrollment for Union representatives.

The WOSHTEP Project also **conducted 6 shorter “awareness” trainings for 133 people** (drawing on the WOSH Specialist curriculum) to help promote awareness of and interest in the WOSH Specialist courses. Target audiences were southern California workers employed in industries on the high hazard list, those with numerous injuries and illnesses, Spanish-and Chinese-speaking recent immigrant workers, youth, and other underserved groups. In the coming year, LOSH staff will conduct Train the Trainer programs in English and Spanish, mentor trainers and evaluate the effectiveness of training provided through the trainers’ network using quantitative and qualitative evaluation methods.

The Workplace Ergonomics Project is a joint labor-management program to teach ergonomics awareness to 3,200 Los Angeles City office workers in 33 departments and to facilitate a train-the-trainer course for a sub-group of 120 peer health advisors who will serve as ongoing resources for their coworkers. LOSH staff collaborates with Labor Center staff to design the training component and with School of Public Health adjunct Faculty member Victor Liu to design the research component. The three hour training sessions are designed to provide a basic definition of ergonomics, knowledge to identify computer-related risk factors and work disorders, and skills to set up and make basic adjustments to work stations to prevent injury. All workers who participate in the training complete a survey to assess the extent of ergonomic-related injuries. Results will be analyzed and reported to the union and the City Administration. Worksite assessments conducted at six City office locations informed the development of the curriculum and the survey. The Project is funded through a contract between LOSH and the American Federation of State, County, and Municipal Employees (AFSCME) Union Local 3090 while the City provides paid release time for employees to attend training. Ongoing resources for workers are available on the LOSH and AFSCME websites (afscmelocal3090.org).

From **January through June 2005, 1,105 City clerical workers representing 11 departments were trained.** Graduate student Social Work interns assigned to the project prepared a report reflecting **outcomes of participant evaluations** collected from January 25 – April 12, 2005 (490 respondents). The respondents overwhelmingly agreed that the presentation was clear (98%), organized (98%), interesting (92%), energizing (87%), and useful (93%). Future plans include developing, implementing and evaluating the Peer Health Advisor program

The Youth Project partners with high school educators, unions, worker advocacy centers, parents, university students, and community-based organizations to promote teen worker health and safety and social justice by developing leaders and providing training to youth and the broader communities in which they live. High-school peer educators/leaders learn about worker and community rights and develop communication skills and problem-solving strategies

that allow them to actively participate in their communities. The Peer Educators plan presentations, town hall meetings, participate in community events such as Workers' Memorial Day each year, and assist in professional development workshops for educators to practice hands-on utilization of Project resources. Funding for this Project comes from the California Wellness Foundation and CHSWC through the California Partnership for Young Workers' Health and Safety. 2004-5 Youth Project accomplishments include: (a) Recruitment and training of 15 new Peer Educators (15-20 hours of training) who then trained other high school and middle school students, educators, and participants in community based programs (e.g. health promotoras at Esperanza). (b) A pilot project to recruit and train UCLA students for a "Near Peer" Project. The six Near Peers mentored and supported the Peer Educators in school and community-based outreach and education projects. (c) Four Peer Educators participated in the first 2-day statewide Young Worker Leadership Academy, February 25-26, 2005 in Anaheim with 21 other youth. They then worked in teams to develop and implement a project in their geographic region for Safe Jobs for Youth Month in May. (d) LOSH was a community partner at the 3rd Los Angeles Unified School District (LAUSD) Service Learning Symposium at Occidental College in June 2005. 104 teachers and administrators participated.

Student Internships For the first time, Los Angeles is a **site for the national Occupational Health Intern Program** (along with New York and the Bay Area). LOSH is collaborating with the AOEC and the State Department of Health Services Occupational Health Branch to supervise four student interns who have received funding to participate in the program through the AOEC (3 students) and the Center for Occupational and Environmental Health (COEH) in the School of Public Health (1 student). Students' projects are: 1) workload and health among hotel room cleaners and 2) day laborers work-related hazard exposure and injury experience. Students are from: 1) UCLA School of Public Health, 2) UCLA School of Urban Planning, 3) UCLA undergraduate, and 4) UCI School of Medicine. LOSH will serve as a field placement site for a USC Industrial Social Work graduate student intern who will collaborate with the AFSCME ergonomic training project from September 2005 to May 2006.

LOSH has proposed a UCLA School of Public Health service learning class to the COEH to promote the field of occupational health and safety to undergraduates through classroom discussions and supervised fieldwork.

2004-2005 Staff Presentations

Youth Peer Education Project at National Institute for Occupational Safety and Health (NIOSH) invited Symposium, "Immigrant Worker Health and Safety," Lowell, MA – Aleyda Moran

"NAFTA's Labor Side Agreement to Protect Workers' Rights: Fading into Oblivion? - An Assessment of Workplace Health and Safety Cases," presented in Spanish at III Conferencia en Salud Ocupacional y Ambiental en las Americas, Costa Rica, 2/8/05, Linda Delp

Peer Education Project presentation at NIOSH Fatality Assessment and Control Evaluation Conference, Long Beach, CA, 2/8/05 – Aleyda Moran

"NAFTA's Labor Side Agreement to Protect Workers' Rights: Fading into Oblivion?" presented in English at Conference on Workplace Health and Safety and the Global Economy, University of Oregon: 4/29-30/05, University of Oregon - Linda Delp

National Institute of Environmental Health Sciences (NIEHS) awardees meeting and Technical Workshop, March 2004 Organized panel on Meeting the Needs of Underserved Workers, Linda Delp; Presented on panel, Esther Ramirios

“Alternative Methods to Reach Hispanic Workers” panel presentation at American Industrial Hygiene Association Conference, May 2005, Anaheim - Esther Ramirios

2004-2005 Publications

Delp L, Brown M, Domenzain A. (2005) “Fostering Leadership to Address Workplace and Community Environmental Health Issues: A University/School/Community Partnership”, *Health Promotion Practice*, Vol. 6, No. 3. Reports the evaluation results of the three-year UCLA-LOSH Youth Project collaboration with community-based organizations and three high schools in South Los Angeles.

Brown, M. “Workplace Safety and Health in California: Organized Labor as the Engine.” Draft article completed with funding from the UC Institute of Labor and Employment for revision and submission to *New Solutions* journal

Brown, M. Guest Editor, Family and Community Health: *The Journal of Health Promotion and Maintenance*.

Public Testimony

Testimony on the importance of regularly scheduled meal breaks to workers’ health and safety, at a public hearing held in Los Angeles on 2/4/05 concerning proposed changes to Title 8. regulations concerning Meal and Rest Breaks found in Subchapter 11), Carol Frischman

Organized 4/28/05 Workers’ Memorial Day remembrance and panel discussion

Testimony on potential hazards facing car wash workers, Hearing before Los Angeles Labor Commission on 6/21/05, Itzel Williams

HUMAN RESOURCES ROUNDTABLE (HARRT)

2004-05 Activities

The Human Resources Round Table (HARRT) has more than tripled its membership in the past few years and now includes 38 public, private, and nonprofit organizations. Under the leadership of Professor Archie Kleingartner and Managing Director Linda Newton, HARRT has worked successfully to increase membership, improve the content and relevance of its programs and expand its outreach to the greater academic and business communities in California. HARRT faculty and senior executives provide an important link to management for the IIR. Not only do academics provide resources for practitioners of human resource management, but also member companies provide access for faculty and student research.

Membership Growth. HARRT is a membership-based organization of academics and Human Resource executives. Membership, the main source of HARRT's financial support, grew from 12 companies in 2000 to 38 in 2004-5. In addition to companies in San Diego, Orange, Los Angeles, and Ventura counties, HARRT has added Northern California to its geographic reach with Chiron, a biotech firm in Emeryville.

Programs. HARRT programs use academic research as their cornerstone and are developed with member input. Round Table and Retreat programs for 2004-2005 focused on such topics as "Workforce Planning, Leadership Succession Planning, Global Forces of Change in the Information Economy, Future Trends and Their Impact on Work, Talent and Organizations, Innovation and Learning in Organizations, The Human Capital Value Proposition, Comparative Human Resource Policies, Corporate Governance: Social Responsibility and Accountability, Developing Employer Brand, The Impact of Globalization on Sustaining High Performance through Employee Engagement, Adding Economic and Social Value through HRM, Changing Organizational Boundaries, Managing Stress and Burnout in the Workplace to Improve Employee Health."

Research. Working papers and articles are disseminated at HARRT meetings and posted on the website for the public and members; summaries of academic research by faculty associates appear in the *HARRT Quarterly* which is sent to a broad university and industry audience. Faculty associates invite feedback from HR executives on their working papers and publications that is shared in formal and informal discussions as well as e-mail communication. This year HARRT's programs have included research presented by Professors Uday Karmarkar (UCLA Anderson) comparing the life cycles and elements of the industrial and services revolutions as they impact business competitiveness, macroeconomic expansion and human resources management; Sanford Jacoby (UCLA Anderson) comparing American and Japanese policies on corporate governance, strategy, and human resource management; Barbara Lawrence (UCLA Anderson) on aligning organizational design and HRM policies and practices with employee expectations, needs, commitments and capabilities to maximize social capital contributions; Andrew Hargadon (UCI Davis Graduate School of Management) on the process for learning and innovation within organizations and industries, Dr. Peter Schnall (UCI, School of Medicine) on the impact of stress and burnout in the workplace with implications for workplace reorganization, policies and communication.

Structure and Governance. HARRT strategy and content is guided by a Faculty Advisory Committee; an executive committee guides the operational aspects of HARRT. HARRT's Faculty Advisory Committee is composed of faculty from the UCLA Anderson School of Management, the School of Public Policy and the School of Education. This committee advises HARRT on policy, programs and standards with particular emphasis on academic rigor and faculty and doctoral student involvement.

In addition to faculty who serve on the advisory committee, a larger group of Faculty Associates retains affiliated status and works collaboratively to share research and topics for academic and professional audiences. Faculty Associates are invited from multiple disciplines at UCLA to include Management: Human Resources and Organization Behavior, Decisions, Operations and Technology Management, and Global Economics; Education, Law, Medicine, Public Health, Policy Studies, History, Sociology, Social Welfare and Urban Planning. This year, HARRT has expanded its group of faculty associates to include other UC Campuses. Andrew Hargadon, Associate Professor of Technology Management from the Graduate School of Management at UC Davis is now a faculty associate of HARRT.

An executive committee, made up of HARRT's chair, the managing director, and selected UCLA and HARRT alumni, meets semi-annually to provide input to the programs and objectives of HARRT. Program Planning Committees of members develop topics and suggestions quarterly meetings and speakers. In addition, Special Issue Committees have formed to address particular issues, such as aging and workforce diversity.

Program staff consists of Chair Archie Kleingartner; Managing Director Linda Newton; and several part-time student administrative assistants. Students also help with administrative and special event tasks. Student assistants are under the supervision and mentorship of the managing director who actively coaches them to develop knowledge and skills applicable to the business and not-for profit communities.

Student Involvement. Doctoral, MBA and MS students are also encouraged to attend meetings for their career development. By attending meetings, interviewing members and writing articles for the HARRT Quarterly newsletter, graduate and undergraduate students are provided increased exposure and opportunities for internships and employment after graduation.

Company and Executive Involvement. In addition, HR executives, CEOs and HR specialists are invited on a regular basis to make substantive presentations at HARRT-sponsored events and programs. HARRT also helps provide guest speakers in the classroom at UCLA. The CEO from International Rectifier, Alex Lidow, made a presentation in connection with a living organizational change case at the 2004 HARRT Annual Retreat.

Each year, HARRT members are invited to participate in Anderson Executive Programs and international executive programs offered through the Center for International Business and Education Research with executive MBA students from Chile (University of Adolfo Ibanez) and France (HEC).

Network and Affiliations. HARRT has expanded its cooperative relationships with the UCLA Anderson School to include the UCLA Forecast, the UCLA Center for Management in the Information Economy, the Center for International Business Education and Research (CIBER),

and the Anderson School Executive Education Programs. Other academic centers that affiliate with HARRT include the UCLA Lewis Center for Regional Policy Studies, the UCLA Center for Health Policy Research, the Center for Policy Research on Aging, the UCI Center for Occupational Health, the Center for Social Epidemiology, UC Davis Technology Management Programs and USC's Center for Effective Organizations (CEO). Collaboration includes involvement of experts in round table and retreat events, joint sponsorship of events, discounts on programs to HARRT members, and an expanded pool of experts to involve in programs. HARRT has established relationships with the Institute for the Future in Menlo Park, the managing and executive editors of *Workforce Management*, and is beginning to establish a relationship with Business for Social Responsibility, a not-for-profit global organization that assists companies in the areas of business ethics, corporate citizenship, environmental protection, human rights and governance and accountability.