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History and Overview

The UCLA Institute for Research on Labor and Employment was, until early 2007, known as the Institute of Industrial Relations (IIR). Together with its counterpart on the UC Berkeley campus, the IIR was first established by the California State Legislature in 1945, upon the recommendation of then-Governor Earl Warren. In the immediate aftermath of World War II, when organized labor in the U.S. was at the peak of its political power and influence, similar Industrial Relations units were established at many universities across the country. As the late Clark Kerr, founding Director of the Berkeley IIR, recalled in a reminiscence published a few years before his death, “We came in as the very first effort of this big university to make contact with the trade unions. It was Earl Warren’s way of saying that the unions were recognized as an important part of California society.”¹

The two IIRs initially functioned as an integrated statewide unit, with a “Northern Division” at Berkeley and a “Southern Division” at UCLA. They jointly engaged in research, teaching and community service from the outset, under the leadership of Kerr at Berkeley, and Paul Dodd, the first director of the IIR at UCLA. A statewide coordinating committee included representatives from both campuses, and both Institutes played a major role in the intellectual life of the university, as well as contributing to the national dialogue on employment and labor issues. Particularly in the early years, they captured considerable attention from the wider public as well. The very first IIR conference, held in 1947 as a joint event on the two campuses, attracted over 10,000 people.²

The two IIRs have a long history of sponsoring (and, in many cases, publishing) distinguished scholarship in the industrial relations field, as well as a long record of service and teaching in this area. From the outset, they offered specialized educational services to the organized labor movement as well as to the management community, including extension courses, courses in the regular campus curriculum, and special educational programs designed to meet the needs of both management and labor.

Over the years, the two IIRs became increasingly autonomous, with less joint, statewide work than had been undertaken in the 1940s and early 1950s. In 1964 each Institute added a Center for Labor Research and Education (CLRE), again as a result of legislative action. This further expanded the labor outreach and labor education work of the two IIRs. The CLREs were established in response to appeals from the California Labor Federation (AFL-CIO), reflected in a resolution at its 1962 convention, which articulated the case for an expansion of UC-based labor education and research, with an arrangement that would provide some autonomy for labor-oriented programs in the context of the

¹ Clark Kerr, “Fireside Chat,” *Arbitration 2000*, Proceedings of the 53rd Annual Meeting, National Academy of Arbitrators, San Francisco A, June 1-3, 2000 (Washington: Bureau of National Affairs). See also Kerr’s recent memoir, *The Gold and the Blue* (Berkeley: University of California Press, 2001) for discussion of the early history of the IIRs.

² Institute of Industrial Relations, *Annual Report 1947* (University of California, Berkeley and Los Angeles)

more neutral labor-management “industrial relations” agenda that had come to guide the work of the IIRs. The CLREs flourished in the years that followed and established ongoing relationships with organized labor in both Northern and Southern California.

At UCLA, the IIR also added two more sub-units in later years: The Labor Occupational Safety and Health (LOSH) program, founded in 1979, and the Human Resources Round Table (HARRT), established in 1986.

Starting in the late 1970s, and especially during the 1980s and early 1990s, the power of organized labor nationally as well as in California was sharply diminished. This development, combined with an often unfavorable economic environment, eventually led to major budget cuts affecting both IIRs. Academic interest in the field of industrial relations also declined during this period. The cuts were especially severe on the UCLA campus, where in the early 1990s the IIR suffered a cut of more than 50 percent.

Not surprisingly, the result was a period of relative inactivity. Between 1994 and 2001, the IIR at UCLA had no permanent Director. A serious disparity between the IIRs on the two campuses, which previously had moved along parallel tracks, now emerged. By the end of the 1990s, the UCLA IIR’s permanent budget was only about half that of the UC Berkeley IIR, and the activities of the Institute – especially in the research area – declined precipitously.

A new, happier chapter in the history of the IIRs opened on July 1, 2000, when the California State legislature once again intervened. On that date the legislature appropriated funding for the new UC Institute for Labor and Employment (ILE), a statewide Multicampus Research Program. The ILE built on the past work of the two IIRs while extending their scope to the statewide level and reaching out to all the other UC campuses (none of which existed in 1945 when the IIRs were first established).

Five years prior to the legislation that established the ILE, organized labor had enjoyed a burst of revitalization. In 1995, a new leadership came to the helm at the national AFL-CIO; and in California too, the labor movement enjoyed a period of increased influence during the late 1990s. As in the 1940s, it was labor’s resurgence that led the legislature to enhance the resources available to the university to support research, teaching and service in the labor and employment field.

The ILE’s founding reinvigorated both IIRs as well as each of their CLREs, and for the next several years (although not during the two-year period covered by later sections of this report) the work of all these entities was closely coordinated, with overlapping staffing and programs. In March 2001, Ruth Milkman was appointed as the statewide ILE’s Director. A month later she was also appointed Director of the UCLA campus IIR (after seven years of administration by Acting Directors without normal appointments). Both units undertook a variety of research, teaching and service initiatives. Milkman launched some joint ILE/IIR initiatives, while also working to establish a higher profile for both on the UCLA campus. In addition, the UCLA Labor Center (CLRE), which received a major infusion of resources with the establishment of the ILE, has launched numerous new initiatives in this period.

In the state's midyear budget cuts announced in late 2003, the ILE's budget was cut dramatically, by \$1.4 million (out of a total of \$4 million for Fiscal Year 2003-04), forcing the suspension of a number of activities which would otherwise have occurred in this period. Meanwhile cuts to the IIR budget (as part of cuts to all the UC Organized Research Units) around the same time reduced the funds available on the campus level as well. ILE funding was restored in the state budget for Fiscal Year 2004-05, but then cut again in 2005-06. Since that time funding has been provided each year, but only after a protracted period of uncertainty. This has been a serious problem for the UCLA IRLE and the other UC labor research and education programs.

In response to this dramatic year-to-year fluctuation in funding, in 2004-05 the ILE was decentralized and restructured. A portion of what were formerly ILE funds was allocated to each of the two CLRES and IIRs (at UCLA and at UC Berkeley), and another large portion was allocated to support what had been the ILE's statewide faculty grants and fellowships program. That program became the Labor and Employment Research Fund (LERF), now housed at UC's Office of the President and serving the entire UC system. In 2006-07 a new Labor Studies Development Fund (LSDF), also housed at UCOP, was added to help stimulate Labor Studies curriculum development throughout the state.

The IIR underwent an External 5-Year Review in 2005-06. The review committee was chaired by MIT's Thomas A. Kochan, a Professor at the Sloan School of Management who co-directs the Institute of Work and Employment Research there. Other outside members were Professor Dorothy Sue Cobble of the Labor and Employment Relations Department at Rutgers University, and Professor Arne L. Kalleberg, Senior Associate Dean of Social Science at the University of North Carolina at Chapel Hill. The committee also included two UCLA faculty members, Professor Naomi Lamoreaux (Economics and History) and Professor Joseph Ostroy (Economics). Although expressing deep concern about the funding instability of recent years, the review committee praised the Institute's work, noting that its "faculty and students have been on the forefront of broadening out the study of industrial relations by examining, among other topics: the changing demographics of the workforce, family leave policies, immigration issues, global labor standards, and new labor union strategies and union-community relations."

Shortly after celebrating their sixtieth anniversaries, both the UCLA and Berkeley IIRs changed their names in January 2007. They are now known as the twin Institutes for Research on Labor and Employment (IRLEs), a name reflecting the transformation of the state and national economy from a manufacturing-centered to a post-industrial configuration. At the same time, with the approval of the UC Regents, the statewide UC labor programs have been renamed in honor of the late Miguel Contreras, the renowned former head of the Los Angeles County Federation of Labor, who died tragically at age 52 in 2005. The Miguel Contreras Labor Program (MCLP) is now the statewide umbrella organization over the two IRLEs and CLREs at UCLA and UC Berkeley, as well as the LERF and the LSDF.

Administrative Structure

In the two-year period covered by this report, the IRLE was administered by the Director (Ruth Milkman) with the assistance of the Associate Director (Gary Blasi, Law), who also served as Acting Director in 2004-05 while Milkman was on leave), as well as a Faculty Advisory Committee, appointed by Social Sciences Dean Scott Waugh and chaired by Sanford Jacoby (Management).

The Faculty Advisory Committee members for 2005-2007 included: Karen Brodtkin (Anthropology), E. Richard Brown (Public Health), Janet Currie (Economics), Christopher Erickson (Management) Susan Ettner (Medicine), Miriam Golden (Political Science), Jacqueline Leavitt (Urban Planning), Reynaldo Macias (Cesar Chavez Center), Don Nakanishi (Asian-American Studies), Vilma Ortiz (Sociology), Jan Rieff (History), Beate Ritz (Public Health), Abel Valenzuela (Urban Planning), Roger Waldinger (Sociology) and Noah Zatz (Law). The Committee meets quarterly and helps disseminate information about IRLE activities as well as offering valuable advice and feedback to the Director.

The IRLE sponsors campus colloquia and other public programming, supports research by UCLA faculty and graduate students, and is the academic home for Visiting Scholars and Postdoctoral Fellows. It also houses faculty extramural research grants. Each of these activities are outlined in later sections of this report.

Both the academic core of the IRLE and each of its three sub-units has a highly effective faculty and administrative staff, depicted in the organizational chart on the next page.

IRLE/IIR Colloquia

The Institute regularly organizes colloquia on labor and employment topics, bringing prominent scholars from around the U.S. and the world to the campus. These events have been consistently well attended and help to put the Institute “on the map” among faculty and graduate students in the UCLA campus community. Below is a list of all the colloquia and related events held over the 2005-06 and 2006-07 academic years. Although the IRLE/IIR was the primary sponsor of all these events, some were co-sponsored (at our invitation) by other units on campus, as indicated below.

2005-2006

Fall Quarter 2005

October 8-9, 2005. Conference on "Comparative Labor Law: Bridging the Past and the Future," Co-sponsored by the UCLA School of Law and the UCLA Globalization and Labor Standards Project.

October 11, 2005. The Benjamin Aaron Lecture: "The Low Down on Labour Law Down Under: How Australia Compares with the U.S. and Canada," Ronald C. McCallum, Dean of Law, Faculty of Law, University of Sydney. Co-sponsored by the Labor & Employment Law Section of the LA County Bar Association.

October 27, 2005. "Contentious Transition: Labor Protests in China's Rustbelt and Sunbelt," Ching Kwan Lee, University of Michigan. Co-sponsored by the UCLA Dept. of Sociology.

November 22, 2005. "The Future of the U.S. Labor Movement: Can Unions Rebuild?" Anna Burger (Chair, Change to Win Federation) and Stewart Acuff (Organizing Director, AFL-CIO).

December 1, 2005. "New Developments in U.S. Immigration Policy: The 2005 'Guest Worker' Proposals and Their Political Prospects." Marielena Hincapie, National Immigration Law Center. Co-sponsored by the UCLA Migration Study Group and the Dept. of Public Policy.

Winter Quarter 2006

January 17, 2006. "Restoring the American Dream: A Working Families' Agenda for America." Thomas A. Kochan, MIT. Co-sponsored by the Anderson Graduate School of Management

February 2, 2006. "Chutes and Ladders: Navigating the Low-Wage Labor Market." Katherine Newman, Princeton. Co-sponsored by the California Center for Population Research, the Department of Sociology's Ross Lecture Series and the Department of Public Policy and Anthropology.

February 16, 2006. "Work-Family Policies in Financial Services Firms: Organizational Ideologies and Corporate Practices." Mary Blair-Loy, UC San Diego. Co-sponsored by the Department of Sociology's Gender Working Group and Family Working Group.

February 21, 2006. "Headscarves in the Workplace: Anti-Muslim Employment Discrimination in Europe." Jytte Klausen, Brandeis University. Co-sponsored by the Center for European and Eurasian Studies, the Law School Critical Race Studies Program and the Globalization and the Labor Standards Project.

February 27, 2006. "Workers of the Sea, Unite? The Fate of Global Unionism in the Pre-World War I Years." Leon Fink, University of Illinois, Chicago. Co-sponsored by the Department of History.

Spring Quarter 2006

April, 11, 2006. "Back to the Future: Reviving Minority- Union Collective Bargaining Under the National Labor Relations Act." Charles Morris, Dedman School of Law, Southern Methodist University. Co-sponsored by the UCLA Law School.

April 24, 2006. "The Disposable American: Layoffs and Their Consequences." Louis Uchitelle, Economics Reporter, the New York Times.

April 27, 2006. "A New Labor Movement for A New Century? The Incorporation of Marginalized Workers in U.S. Unions." Dorian Warren, University of Chicago. Co-Sponsored by the Bunche Center for African American Studies and the Sociology Department's Race and Ethnicity Working Group.

May 2, 2006. "Fast Boat to China: Corporate Flight and the Consequences of Free Trade: Lessons From Shanghai." Andrew Ross, New York University.

May 11 2006. "The Global Chicken: Immigration and the New American Dilemma," Kathleen Schwartzman, University of Arizona. Co-sponsored by the Migration Study Group.

May 18 2006. "Worker Centers: Organizing Communities at the Edge of the Dream" Janice Fine, Rutgers University. Co-sponsored by the Department of Urban Planning.

May 23, 2006. "Legal Transnationalism: The Emergence of a Labor Rights Regime Under NAFTA." Tamara Kay, UC San Diego and Harvard University.

2006-2007

Fall Quarter 2006

October 5, 2006. Author Meets Critics: *L.A. Story: Immigrant Workers and the Future of the U.S. Labor Movement*. Author: Ruth Milkman; Critics: Daniel Mitchell, Katherine Stone, Maurice Zeitlin. Co-sponsored by the Department of Sociology's Seminar on Theory and Research in Comparative Social Analysis and Irene Flecknoe Ross Lecture Series.

October 11, 2006. The Benjamin Aaron Lecture: "New Perspectives on Workers' Rights in the 21st Century." Jonathan Hiatt, General Counsel, AFL-CIO. Co-sponsored by the Labor & Employment Law Section of the L.A. County Bar Association.

October 26, 2006. "Freedom Is Not Enough: The Opening of the American Workplace." Nancy MacLean, Northwestern University. Co-sponsored by the Center for the Study of Women, the U.S. History Colloquium and the Gender and Public Sociology Working Groups.

November 9, 2006. "Reflections on the Immigrant Rights Movement." Angelica Salas, Coalition for Humane Immigrant Rights for Los Angeles and Pablo Alvarado, National Day Laborer Organizing Network. Co-sponsored by the Migration Study Group.

November 30, 2006. "The Surprising Saga of Wal-Mart in Mexico: Market Dominance without Low Wages." Chris Tilly, University of Massachusetts, Lowell.

Winter Quarter 2007

January 23, 2007. "Black and Blue: African Americans, the Labor Movement, and the Decline of the Democratic Party." Paul Frymer, UC Santa Cruz. Co-sponsored by the Center for the Study of Race, Ethnicity, and Politics.

February 6, 2007. "Impossible Subjects: Illegal Aliens and the Making of Modern America." Mae Ngai, University of Chicago. Co-sponsored by the U.S. History Colloquium.

March 1, 2007. "The Politics of Sexual Harassment in the U.S., European Union, and Germany." Kathrin Zippel, Northeastern University. Abigail Saguy, discussant. Co-sponsored by the UCLA Center for European and Eurasian Studies, the Center for the Study of Women, and the Sociology Gender Working Group.

Spring Quarter 2007

April 19, 2007. "A Theory of Antidiscrimination Law as Disruption: How the Law Can Target Stereotyping and Transcend Group Boundaries." Vicki Schultz, Yale University. Co-sponsored by the Globalization and Labor Standards program (GALS).

May 3, 2007. "Labor Casualization, Precarious Work and Social Movements in France." Beatrice Appay, Centre National de la Recherche Scientifique (France). Co-sponsored by the Center for European and Eurasian Studies and the Public Sociology Working Group.

May 11, 2007. "The Political Economy of Social Concertation." Lucio Baccaro, MIT. Co-sponsored by the Human Resources & Organizational Behavior Research Seminar, Anderson School of Management.

May 22, 2007. "Engendering a New Working Class: Social Trauma and Labor Resistance in China." Pun Ngai, Hong Kong University of Science and Technology. Co-sponsored by the Center for Chinese Studies and the Center for the Study of Women.

LERF Grants and Fellowships

The statewide Labor and Employment Research Fund (LERF) provided support for labor and employment research for a number of UCLA faculty and graduate students during the period of this review. Grants and fellowships were awarded in two competitive funding cycles during this period: first, in the spring of 2005 (for the 2005-06 academic year) and then in the fall of 2006 (for calendar year 2007). Below are the names of faculty and graduate students at UCLA who were awarded funds by the LERF.

I. Faculty Awards

A. Conference Planning Grants

Robert Brenner, History. "Rank-and-File Movements of the Long 1970s." (2005)

Linda Delp, IIR. "California's Consumer-Directed Long-Term Care Workforce" (2006)

B. Research Grants

John Rogers, Education. "Building Power By Improving Schools: Engaging Organized Labor in Educational Reform" (2006)

Michael Stoll, Public Policy "The Effect of Criminal Background Checks on the Hiring of Ex-Offenders." (2005)

Katherine Stone, Law. "Globalization and Flexibilization: A Comparative Study of the Impact of the Changing Nature of Work on Employment Regulation" (2006)

II. Graduate Student Fellowships

A. Mini-Grants

Nazgol Ghandnoosh, Sociology. "The Commercialization of Identity" (2006)

Kim Hernandez, History. "'Homeseekers' Refuge": Interstate Labor Migration and the Los Angeles Housing Market." (2006)

Renee Reichl, Sociology. "Immigration Policy, Labor Market Regulation, and the Welfare State" (2006)

Rocio Rosales, Sociology. "Fruit Vendors in Los Angeles." (2006)

B. *Thesis Grants*

Amada Armenta, Sociology. "Negotiating Care: Nannies in a West Los Angeles Park" (2005)

C. *Dissertation Grants*

Angela Jamison, Sociology. "Expanding Workers' Rights: Corporate Codes of Conduct and Factory Monitoring in Los Angeles and El Salvador" (2006)

Gwen McEvoy, Sociology. "Paid Care Work in the New European Union: Polish Eldercare Providers in Krakow and Berlin." (2006)

Gabrielle Raley, Sociology. "The Everyday Life of Class: How White-Collar Workers Construct Class Boundaries at Work and at Home" (2005)

Anne Rooks, Sociology. "Working For Change: Young Reformers in Labor Unions and Public Schools." (2005)

Kristen Schilt, Sociology. "Just One of the Guys? Female-to-Male Transsexuals in the Workplace." (2005)

Lily Song, Urban Planning. "Korean-American Hostess Bars and their Role in the Development of the Ethnic Enclave Economy." (2006)

Veronica Terriquez, Sociology. "The Involvement of Working and Unionized Parents in Their Children's Schools." (2006)

IRLE Research Projects and Extramural Grants

I. Unregulated Work

During the period of this review, the most important research project for IRLE has been an initiative we have undertaken in collaboration with researchers at Cornell University, the University of Illinois, Chicago, and at the Brennan Center for Justice, New York University, focused on “unregulated work.” IRLE Director Ruth Milkman, along with Labor Center Project Director Victor Narro and IRLE Research Associate Ana Luz Gonzalez, are coordinating the Los Angeles component of this project.

The project was supported in 2006 by a \$120,000 grant from the Rockefeller Foundation, housed at UCLA. Currently the work is supported by a \$286,000 grant from the Haynes Foundation (also housed at UCLA) as well as some IRLE matching funds. The Russell Sage Foundation, the Ford Foundation and the Joyce Foundation are also supporting this project, although those grants are housed at the other universities involved in the project.

Using a rigorous methodology, Respondent Driven Sampling (RDS), the project team will survey immigrants and other low-wage workers in Los Angeles, Chicago and New York for the purpose of generating estimates of the prevalence of labor law violations. We hope to address the following questions in this research:

- How common are the various forms of workplace violations, such as the percent of workers earning less than the minimum wage, working overtime without pay, or exposed to unsafe working conditions?
- Which industries and occupations have high concentrations of unregulated work? Are there labor market brokers who help to funnel workers into exploitative jobs?
- Who are the workers most affected? Are they trapped in unregulated work, or are there pathways to better jobs?

II. Housing Costs for Hotel Workers

In the summer of 2006, with a grant of \$27,000 from the Culinary Workers Union in Las Vegas, Nevada IRLE Director Ruth Milkman, Labor Center Director Kent Wong, and Graduate Student Researcher Nazgol Ghandnoosh conducted a survey of members of the Las Vegas Culinary Workers Union to analyze the impact of rising housing costs on their standard of living.

III. Union Membership Reports

For the past few years, IRLE Director Ruth Milkman and Graduate Student Researcher Bongoh Kye have produced detailed analysis of union membership in Los Angeles, California and the U.S. Issued each year on Labor Day, these reports have been extensively covered in the press and appear on the IRLE website.

IV. Paid Family Leave in California

Over the past several years, with a mix of extramural funding (from the Sloan Foundation and NICHD) and IRLE funds, IRLE Director Ruth Milkman has been engaged in a series of research efforts on California's paid family leave program, the first in the U.S., which went into effect in 2004. This work includes surveys which have received considerable coverage in the press. IRLE is currently seeking funds for a more extensive project in this area

V. Taxi Driver Study

In September 2006, an IRLE-funded study of taxi drivers in was completed by IRLE Associate Director Gary Blasi and Professor Jackie Leavitt of the Urban Planning Department. This study was discussed by the City Council and covered in the L.A. Times as well. Blasi and Leavitt are following up with a study of taxi driver organizing, as part of the project described under VI below.

VI. Case Studies of Worker Centers and Low-Wage Worker Organizing

IRLE Director Ruth Milkman, Labor Center Project Director Victor Narro and Graduate Student Research Joshua Bloom are coordinating a team of faculty and graduate students who are preparing case studies of a dozen organizing campaigns in southern California involving low-wage workers. The project participants convened in the spring of 2006 and are continuing to meet regularly, with the goal of producing an edited volume of case studies. Contributors are exploring campaigns involving janitors, hotel workers, day laborers, gardeners, street vendors, taxi drivers, security guards, and also documenting the history of immigrant-oriented worker centers in the region.

Visiting Scholars and Postdoctoral Fellows

During 2005-06 as well as 2007-06, the IRLE hosted visiting scholar Nancy Cohen, who has a doctorate in history and is author of *The Reconstruction of American Liberalism* (Chapel Hill: University of North Carolina Press, 2002) and is now completing a second book.

In 2006-07, the IRLE hosted Nancy Cleeland, a Pulitzer Prize winner and former L.A. Times reporter, as a “journalist in residence” while she researched a project on U.S. policy toward labor unions in the 21st century.

In the Spring of 2007, the IRLE also hosted Beatrice Appay, a sociologist from the Centre National de la Recherche Scientifique in Paris, as a visiting Professor. Appay taught a seminar in the GE Cluster class on “Work, Labor and Social Justice.”

In 2006-07 the IRLE established a new Postdoctoral Fellowship Program, building on the ILE’s similar program which brought several postdoctoral scholars to UCLA earlier in the decade. After a national competition in 007, two fellows were selected for the 2007-08 year by a faculty committee. They are Jennifer Luff, a recent Ph.D. in American Studies from the College of William and Mary, and Matthew Vidal, a sociologist who received his doctorate from the University of Wisconsin-Madison. This program will continue in future years.

In 2007-08, the IRLE is hosting Dr. Peter Philips, a labor economist from the University of Utah, as a Visiting Scholar.

The Labor and Workplace Studies Minor

The IRLE is home to an Interdepartmental Program (IDP) in Labor and Workplace Studies, serving undergraduates in the UCLA College of Letters and Sciences. Originally established as a concentration, and since 2003 an undergraduate minor, the LWS minor has been considerably improved over the period of this review.

The minor is designed to familiarize students with workplace-related issues and the ways in which these are addressed by workers, unions, employers, community organizations, legislators and policy makers. During 2006-2007, the Faculty Advisory Committee for the program was chaired by Urban Planning Professor Jacqueline Leavitt, with additional members: Christopher L. Erickson, Management; Sanford M. Jacoby, Management; Ruth Milkman, IRLE and Sociology; Daniel J.B. Mitchell, Management and Public Policy; Karen J. Orren, Political Science; and Abel Valenzuela Jr., Chicana/o Studies and Urban Planning.

In 2006-07 a new Student Affairs Officer for the minor, Elizabeth Espinoza, joined the staff of IRLE's Center for Labor Education and Research. She oversees coordination of the minor on a day-to-day basis. Gaspar Rivera-Salgado, a Labor Center project director, is also involved as a faculty consultant to the minor. IRLE Director Ruth Milkman is also actively involved in building the curriculum for the minor.

The core course for the minor is the General Education cluster course on "Work, Labor, and Social Justice in the U.S.," which has been taught for the past five years and has been a key recruiting ground for generating student interest in the LWS program. Another important development for the minor is IRLE's Postdoctoral Fellowship Program (see the previous section of this report), since the postdoctoral scholars it brings to the campus each year teach a one-quarter undergraduate course in the IDP which will count toward the minor. These efforts have helped to expand the curriculum offerings in the minor.

In 2006-07 IRLE sponsored a new course taught by UCR Professor Emeritus Edna Bonacich, cross-listed with Sociology and African American Studies, on "Race and Labor" which will be offered again in the coming year. Another new course was taught by Labor Center Director Kent Wong on "Labor, Immigrant Rights and Higher Education" (cross-listed with Chicana/o Studies and Asian-American Studies).

The growing visibility of the minor has helped to enhance contact with undergraduates across the College, as can be seen through the wide variety of majors represented in the table on the next page. As it shows, the LWS Minor had a total of 63 students enrolled during 2006-2007, spread across a variety of majors. Sixteen students graduated in 2006-2007. Five students have withdrawn from the minor during the 2006-2007 academic year (compared to 9 students withdrawing the previous year). Their primary reason for withdrawal is the difficulty in finding overlapping courses with their major in order to complete the minor in time for graduation. We are hopeful that the expanded course offerings described above will ameliorate this problem.

Enrollment, Labor and Workplace Studies Minor, 2006-2007 Academic Year

Enrollment	63
Graduated	16
Withdrew	5
Total as of July 2006	42
Enrollment Breakdown by Majors:	
Political Science ³	15
Sociology	9
History	8
Chicana/o Studies	6
Economics	5
Women's Studies	4
Psychology	3
Biology	2
English	2
Geography	2
International Development Studies	2
Biochemistry	1
Business Economics	1
Latin American Studies	1
Mathematics	1
Spanish & Portuguese	1
Undeclared	1

³One of these students reports Chicana/o Studies as a second major

Center for Labor Research and Education

The IRLE's Center for Labor Research and Education, known to many as the "UCLA Labor Center," plays an important role as a bridge between the University and the labor community in Los Angeles and Southern California. As the Los Angeles area has become a national focal point for labor innovation and immigrant worker organizing, the role of the Labor Center has also grown. By developing extensive research and educational projects involving the University and the labor community, the Labor Center has attracted national attention for its creative programs and initiatives.

The Labor Center's community-service efforts primarily focus on labor unions and the broader Southern California workforce, especially new immigrants and the changing multicultural workforce. As part of the University, the Labor Center serves as an important source of information about unions and workers for interested scholars and students. At the same time, the center is a key point of access for the labor community to the University's resources and programs.

Kent Wong has directed the Labor Center for seventeen years and previously served as staff attorney for the Service Employees International Union in Los Angeles. In the two years covered by this review, the Labor Center has made some significant hires. Janna Shadduck-Hernández joined our staff in 2005. She has an Ed.D. from the University of Massachusetts, Amherst, and previously was a lecturer in the UCLA Department of World Arts and Cultures. She also served as national director of immigrant and refugee issues for the American Friends Service Committee and has conducted research on service learning and on immigrant and refugee communities. Gaspar Rivera-Salgado joined our staff in 2006. He received his Ph.D. in sociology from UC Santa Cruz and was previously an assistant professor at USC. His research on Mexican migrant organizations and on the cross-border impact of migration is widely recognized.

In 2006 Sharon Delugach also joined the Labor Center staff. Her previous positions include working in Mayor Antonio Villaraigosa's administration, as field deputy for Assemblymember Jackie Goldberg and also as chief of staff when Goldberg was on the L.A. City Council. Ms. Delugach has a long history with labor and community organizations in Los Angeles. Jan Tokumaru also joined the Labor Center in 2006. She had previously worked for the last three leaders of the L.A. County Federation of Labor: María Elena Durazo, Martin Ludlow, and Miguel Contreras. She also has a long history of involvement with labor unions in Southern California.

Project Coordinator Cristina Lopez, Student Affairs Officer Elizabeth Espinoza, and Administrative Assistants Andrea Arias and John Vu are all recent UCLA graduates and all joined the Labor Center in 2006. Andrea Arias is currently the chair of the UCLA Latino alumni association. Project Coordinators Joaquin Calderon, Gillian Claycomb, and Lanita Morris also joined the Labor Center in 2006, while Administrative Assistant Alexandra Topete joined our staff in 2005.

Other Labor Center faculty and staff (hired prior to 2005-06) include Project Directors June McMahon, Victor Narro, and Lola Smallwood Cuevas, and Senior Administrator Julie Monroe.

The Labor Center's Advisory Committee meets on a quarterly basis to provide advice and support for the center's activities. The committee consists of forty Southern California labor leaders, representing more than one million union members in the private and public sector. David Sickler, who previously served as regional director of the AFL-CIO and is currently the human resource director for the L.A. Department of Water and Power, chairs the advisory committee. Also on the advisory committee is María Elena Durazo, the executive secretary-treasurer of the Los Angeles County Federation of Labor, AFL-CIO, representing over 800,000 members.

The current work of the Labor Center is divided into three major areas of work: campus initiatives, labor education, and labor policy and research.

Campus Initiatives. The Labor Center plays a major role in the Labor and Workplace Studies IDP and its faculty regularly teach courses in labor studies and in various UCLA departments. Kent Wong was a member of the teaching team for the GE cluster course "Work, Labor and Social Justice" from 2002 to 2007. Kent Wong and Janna Shadduck-Hernández offered a new course in winter and spring quarters 2007 called "Immigrant Rights, Labor, and Higher Education," which focused on the situation confronting undocumented students in higher education. The students from the class are currently publishing with the UCLA Labor Center the very first book to address this issue.

Janna Shadduck-Hernández has also helped teach the GE cluster course and is currently teaching three courses through World Arts and Cultures: Arts in the Community; Arts Practice; and Labor, Social Justice, and the Arts. She also will be teaching a Chicano/a Studies course on race and gender and another on field research methods. Victor Narro has taught three courses through the Chicano/a Studies Department, on race and gender, on the United Farm Workers Movement and the AFL-CIO, and on labor research field methods. He will be offering a new course on immigrant worker centers in 2007–2008.

Gaspar Rivera-Salgado taught a service-learning seminar through the GE cluster in spring 2007, and a summer session course in 2007. He is part of the teaching team for the GE cluster course 2007–2008, and is also teaching a course in Chicano/a Studies on race and gender and on field research methods. June McMahon taught a service-learning seminar through the GE cluster in 2006 and 2007 and regularly teaches a course on labor-management cooperation offered through the management school.

The Labor Center and the Urban Planning Department have jointly sponsored a course for "Community Scholars" for the last fifteen years. Taught by Urban Planning Professor Jackie Leavitt and Lecturer Gilda Haas, the Community Scholars program has been recognized nationally as an innovative program that brings together labor and community leaders and urban planning graduate students to engage in participatory research on the Los Angeles community. The 2007 Community Scholars class focused on the Figueroa

Corridor and the community coalition that was organized to negotiate with developers around a community benefits agreement for jobs and community interests.

From 2003 to 2006, the Labor Center, in partnership with the African American and Chicano/a Studies Departments, offered a class with Rev. James Lawson Jr. entitled “Nonviolence and Social Movements.” Rev. Lawson is a leading civil rights figure who worked closely with Dr. Martin Luther King Jr. and played a pivotal role in introducing the philosophy of nonviolence to the Civil Rights Movement. The class attracted about one hundred students each year.

The Labor Center also sponsors many student internship opportunities for UCLA graduate and undergraduate students. The most ambitious of these initiatives was the Summer Internship Program. From 2005 to 2007, dozens of students were placed in internships at labor and community organizations. They participated in weekly educational seminars, including tours of the city and meetings with key labor and community leaders. Several students who participated in the program were later offered and accepted jobs by the organizations where they served as interns, either full-time positions for UCLA graduates or part-time jobs that students performed during the school year. In addition to the summer program, the Labor Center works with numerous graduate and undergraduate student interns during the academic year.

Labor Education. The Labor Center has also offered a series of union leadership schools for Los Angeles’ diverse workforce. The first Spanish-language union leadership school in the country was offered at UCLA, bringing together janitors, hotel workers, laundry workers, construction workers, truck drivers, and home care workers. The Labor Center also offers an African American, Asian American, and an LGBT union leadership school. The Labor Center cosponsors the annual Summer Institute for Union Women as well.

The Labor Center regularly 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 International Brotherhood of Electrical Workers (IBEW); and for Kaiser Hospital and the Service Employees International Union (SEIU).

The Labor Center also sponsors the Collective Bargaining Education Project, which provides 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 is now funded by the Los Angeles Unified School District and the United Teachers Los Angeles. High school Teacher Linda Tubach has trained teachers in virtually every public high school in Los Angeles, using a dynamic, participatory curriculum. This project has been hailed as a model of labor education and has been replicated nationally.

Labor Center Director Kent Wong is the co-chair of the California State Assembly Speaker’s Commission on Labor Education, established by former Assembly Speaker Bob Herzberg and now staffed and supported by current Speaker Fabian Núñez. The

commission's charge is to discuss ways to strengthen the field of labor education throughout the public education and higher education systems in California.

The Labor Center has also worked closely with the L.A. Community College Board of Trustees, L.A. Trade Technical College's Labor Center, the L.A. Community College Faculty Guild, and the L.A. County Federation of Labor to launch a new community-college labor-studies program, the Dolores Huerta Labor Institute. This program was launched in 2007 and represents the largest expansion of community college labor studies in the country in many decades. UCLA alumnus John Delloro has been hired as the director, and under his leadership the program has already begun to develop labor studies curricula on many community college campuses in Los Angeles.

The Labor Center's most ambitious project in the labor education area is the Downtown Labor Center (DLC), which opened in 2002 in the MacArthur Park neighborhood of Los Angeles. The DLC features meeting and office space, a resource library, and an auditorium that holds two hundred people. On September 3, 2002, before a crowd of a thousand people, Governor Gray Davis and Jesse Jackson led the ribbon-cutting ceremony. Others in attendance included Mayor James Hahn, Congresswomen Hilda Solis and Lucille Roybal-Allard, numerous members of the California State Senate and Assembly, members of the Los Angeles City Council, SEIU President Andy Stern, UNITE President Bruce Raynor, and California Federation of Labor leaders Art Pulaski and Tom Rankin.

The DLC provides unprecedented opportunities for more union members and workers to access the resources and facilities of UCLA. The Labor Center now has a visible presence in an important center-city neighborhood that serves the needs of union members, workers, and immigrants.

Another educational initiative originally launched by the Labor Center is "Labor Review," the only radio show by and for working people in Los Angeles. "Labor Review" is on KPFK Radio 90.7 and is broadcast each Thursday evening from 7:00 to 8:00 p.m. Henry Walton, who serves on the Labor Center Advisory Committee, is the host. Kent Wong and other Labor Center staff are frequent guests.

The Labor Center publishes a newsletter, "Labor Education News," twice a year. About two thousand copies are distributed in California and throughout the country and Canada.

Labor Policy and Research. The Labor Center has been involved in numerous research initiatives on a broad range of topics. The Labor Center has also published a number of books that have been broadly distributed nationally and internationally.

In 2006 Kent Wong and Julie Monroe edited a book entitled *Sweatshop Slaves: Asian Americans and the Garment Industry*. This was a student publication that grew out of the GE cluster course, "Work, Labor and Social Justice." A group of about nine students worked for several years to research, edit, and design a book on Asian Americans in the Los Angeles garment industry. The book paid special attention to the 1995 El Monte raid that freed seventy-four Thai immigrant workers from slavery. Students conducted

interviews with some of the workers who had been held in slavery as well as the leading antisweatshop leaders and attorneys who worked on their case.

Currently the Labor Center is completing two books for publication. The first is entitled *Underground Undergrads: UCLA Undocumented Immigrant Students Speak Out*. This student publication was the culmination of a two-quarter UCLA course taught by Kent Wong and Janna Shadduck-Hernández in 2006-07. Students in the course researched the issues involving undocumented students in higher education, including immigration and education policy, and interviewed undocumented students about the daunting challenges they face.

The second book is entitled *Invisible No More: Los Angeles Homecare Workers Revitalize the Labor Movement*,” edited by Lola Smallwood Cuevas, Kent Wong, Linda Delp, and Julie Monroe. The Los Angeles home care workers successfully organized the largest union victory in the past fifty years when 74,000 home care workers joined the union in 1999. This book analyzes their organizing campaign, features interviews with the union leaders and members, and evaluates the impact of this organizing victory on the broader labor movement.

Kent Wong and Janna Shadduck-Hernández authored a chapter entitled “Immigrant Workers and the New American Labor Movement” for a forthcoming book, *New Directions in the Study of Work and Employment: Revitalizing Industrial Relations as an Academic Enterprise* (London: Edward Elgar Publishing Ltd.), edited by Charles Whalen. Kent Wong, Victor Narro, and Janna Shadduck-Hernández also wrote an article entitled “The 2006 Immigrant Uprising: Origins and Future” published in *New Labor Forum* in fall 2006. Kent Wong and Victor Narro wrote another article, “Educating Workers for Action,” published by the *Labor Studies Journal* in January 2007.

Kent Wong serves on the editorial board of *New Labor Forum*, published by the Joseph Murphy Institute, City University of New York. He has also written articles for *Asian Week* newspaper, the American Federation of Teachers magazine, *UCLA Today*, the *UCLA Magazine*, and various Asian American community and labor union newspapers.

Victor Narro published two articles in this period: (1) “Impacting Next Wave Organizing: Creative Campaign Strategies of the Los Angeles Worker Centers,” *New York Law School Law Review* in summer 2006; and (2) “Finding the Synergy between Law and Organizing: Experiences from the Streets of Los Angeles,” *Urban Labor Law Journal*, winter 2007. Along with Jeff Grabelsky and Janice Fine, Victor Narro wrote an article, “Construction Industry and Immigrant Workers,” forthcoming in *Labor Studies Journal*. He is also currently conducting research on the Los Angeles car wash industry, supervising a team of law students, graduate students, and researchers.

Gaspar Rivera-Salgado and Luis Escala-Rabadán have authored a chapter entitled “Migration, Collective Remittances and Development: Mexican Migrant Associations in the United States,” which will be published in *Global Migration and Development*, edited by Ton van Naerssen and Annelies Zoomers, Routledge International Press: Migration Series. Gaspar Rivera-Salgado, Luis Escala-Rabadán, and Xochitl Bada also wrote “Mexican Migrant Civic and Political Participation in the United States: The Case of Hometown Associations in Chicago and Los Angeles” published in *Revista*

Norteamérica. CSAN-UNAM and CNAS-American University. Finally Gaspar Rivera-Salgado wrote “Mexican Migrant Organizations: An Overview” and “Mexican Migrants and the Mexican Political System” in *Invisible No More: Mexican Migrant Civic Participation in the United States*, edited by Xochitl Bada, Jonathan Fox, and Andrew Seeley, Woodrow Wilson International Center for Scholars: Mexico Institute.

Janna Shadduck-Hernández published an article, “Here I Am Now! Community Service-Learning with Immigrant and Refugee Undergraduate Students and Youth: Challenging the Dichotomies of University/Community Relations” *Ethnography and Education* (2006).

In 2006 Kent Wong received the Founder’s Award from the Liberty Hill Foundation, a community service award from the Community Coalition of Los Angeles, and an award from Strategic Actions for a Just Economy. In the period under review, Kent Wong has been invited to lecture at Harvard, UC Berkeley, UC Santa Cruz, UC Riverside, City University of New York, University of Washington, Seattle Community College, Bellevue Community College, Pitzer College, Cal State Pomona, and L.A. Trade Technical College.

In this period he also addressed the national conference of the AFL-CIO Civil Rights Department, the national convention of the Asian Pacific American Labor Alliance, Asian Pacific Heritage Month events at the national AFL-CIO and the national Service Employees International Union, the national conference of Actor’s Equity, and state conferences of the California Faculty Association, the California Federation of Teachers, and the California Federation of Labor.

The Labor Center has also been involved in various international initiatives. From 2005 to 2007, the Center hosted scholars and trade union leaders from the following countries: Mexico, Canada, Brazil, England, Germany, France, Spain, Italy, China, Hong Kong, Taiwan, Japan, Korea, the Philippines, Vietnam, Ghana, Sierra Leone, Kenya, and South Africa. Labor Center staff have participated in conferences in Mexico, Canada, Japan, and China. The Labor Center has also been instrumental in arranging for several study tours of China and Vietnam and in facilitating relations between scholars and labor unions in those countries and the United States.

LABOR OCCUPATIONAL SAFETY AND HEALTH PROGRAM (LOSH)

The Labor Occupational Safety and Health (LOSH) Program is a nationally recognized center with a special emphasis on the Southern California workforce. Founded in 1978, LOSH provides bilingual (English-Spanish) occupational health and safety education programs; researches the conditions of immigrant, low-wage and youth workers who are disproportionately impacted by job hazards; and provides input into public policies to improve worker health and safety. The multi-ethnic, Spanish-bilingual staff of eleven includes professionals with backgrounds in public health, participatory adult education, curriculum development, social work, public policy, and quantitative and qualitative research methods, as well as community-based and intervention effectiveness skills.

LOSH is uniquely situated to bridge university resources and community needs in the region. Its mission is to create safe and healthful work environments where workers actively participate in decisions to improve job conditions. Program goals include:

- Reduce work-related injuries and illnesses with a focus on the disproportionate impact of job hazards on people of color, immigrants, and low wage workers.
- Strengthen the capacity of unions, worker centers and community based organizations to address health and safety issues in the workplace and in the policy arena.
- Create and support an educated network of activists and build alliances with organizations to advocate for stronger health and safety programs and policies
- Support the efforts of employers to promote worker participation in worker health and safety programs, including labor-management programs
- Recruit more students into the field of labor and occupational safety and health

LOSH's operational budget is about \$1 million. To maximize impact with the resources available, LOSH training emphasizes a train-the-trainer approach that prepares workers and worker representatives to educate others at the workplace or community level.

During the two years under review, LOSH was supported almost entirely by extramural funds for the six projects described below. They focus on high-risk populations who are especially vulnerable to workplace health and safety hazards –recent immigrants, young workers, home care workers, and workers at the Los Angeles/Long Beach ports.

1. Hazardous Waste Worker Training Project

Source of Funds: National Institute of Environmental Health Sciences (NIEHS)
Funding Period: \$340,436 for 09/01/05- 07/31/06
Numbers Trained: - 24 classes from 2-40 hours, 421 workers
Funding Period: \$373,480 for 08/01/06- 07/31/07
Numbers Trained: - 26 courses from 2 – 40 hours, 346 workers

As the lead organization in the five-university Western Region Universities Consortium, 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 20 years in English and Spanish in EPA Regions IX and X and has trained over 3,000 workers in each of the past two years.

LOSH collaborated with the National Day Laborers' Organizing Network (NDLON) to investigate hazards facing Latino immigrant day laborers involved in cleanup and recovery work in the Gulf Coast and to assess training needs. The resulting report, *Risk Amid Recovery: Occupational Health and Safety of Latino Immigrant Workers in the Aftermath of the Gulf Coast Hurricanes*, was released in June 2006 in English and in Spanish and appears on the LOSH and National Clearinghouse websites. Results were presented at NIEHS meetings in Alabama and Louisiana and at the American Public Health Association conference in Massachusetts in 2006. A draft chapter has been submitted for inclusion in a Russell Sage Foundation publication, *Displaced City: Hurricane Katrina and the Unequal Recoveries of New Orleans*.

LOSH collaborates with worker centers, unions and community organizations such as Women in Non-Traditional Employment Roles (WINTER), to reach low-wage Spanish-speaking and African American workers. Special curriculum and outreach programs were created to educate workers and the broader community about Cal-OSHA's new Heat Illness Prevention Regulation.

LOSH staff chaired the Planning Committee for the NIEHS National Trainers Exchange conference held in March 2007 in Las Vegas, Nevada for 200 participants representing unions, environmental justice and job training organizations, and university-based programs. Staff also led workshops and plenary sessions, and created an interactive timeline activity to address the conference theme, "20 Years of Training – Looking to the Past, Planning for the Future."

2. HazMat Disaster Preparedness Training Project (NIEHS)

Source of Funds: National Institute of Environmental Health Sciences
Funding Period: \$139,217 for 09/01/05- 07/31/06
Numbers Trained: - 18 courses from 4-16 hours, 334 LA/Long Beach workers
- 1 six-hour train the trainer course, 9 instructors
Funding Period: \$144,542 for 08/01/06- 07/31/07
Numbers Trained: - 10 courses ranging from 4-16 hours, 166 workers
- 2-day train the trainer course, 21 worker-trainers from ILWU West Coast locals

LOSH, as lead organization, oversees the project at West Coast ports, working with UC Berkeley and the University of Washington. Curricula, technical assistance and ongoing support for ILWU worker-trainers are ongoing components of the project. LOSH is also collaborating with the USC Environmental Health Sciences Center and the Occidental College Urban and Environmental Project Institute to cosponsor a Town Hall Meeting on Healthy Solutions for Communities impacted by trade, ports, and goods movements to be held Nov. 30 – Dec. 1, 2007. LOSH will coordinate labor outreach efforts and lead a workshop to identify common worker and community interests.

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

- Source of Funds: California Department of Industrial Relations Commission on Health and Safety and Workers' Compensation
- Funding Period: \$320,000 for 07/01/05 – 07/31/06
- Numbers Trained: - Eight 24-hour WOSH Specialist courses, 115 workers trained in English and 57 in Spanish totaling 172 workers
- One 30-hour Train-the-Trainer course, 16 WOSH Specialists
- Five awareness courses ranging from 2 ½ - 8 hours, 138 workers
- One 2 ½ day Young Worker Leadership Academy at UCLA attended by 22 youth and 6 adult sponsors
- Funding Period: \$361,000 for 08/01/06- 07/31/07
- Numbers Trained: - Nine 24-hour WOSH Specialist courses, 154 workers trained in English and 19 in Spanish totaling 173 workers
- One 32-hour Train the Trainer teaching techniques course, 22 workers
- One 30-hour Train-the-Trainer course conducted in Spanish, 14 WOSH Specialists
- One 5-hour Trainers' reunion, 8 Trainers
- Ten 1-4 hour awareness sessions for 150 workers
- Six 2-hour training sessions for 84 small restaurant owners, managers and workers (11 participants were taught in Spanish)
- One 2 ½ day Young Worker Leadership Academy attended by 22 youth and 5 adult sponsors

The purpose of the WOSHTEP Program 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.

WOSH Specialists & Trainers Networks implement 24-hour leadership training through a statewide network of trainers who are mentored by LOSH staff. LOSH provides curriculum, Train-the-Trainer and refresher courses, technical assistance, resources and ongoing communication through a listserv.

Outreach & Awareness – Staff also conduct shorter “awareness” sessions to targeted underserved groups – those 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. LOSH collaborates with Neighborhood Legal Services to educate workers at the Mexican consulate on worker health and safety (e.g. heat stress, rights) through the *Ventanilla de Salud* community health education project. Monthly education sessions between August 2006 and March 2007 reached over 500 workers who have little or no access to health information through avenues. LOSH staff also planned and addressed a May 2006 conference for 350 State Compensation Insurance Fund policy holders on *Reaching the Spanish-speaking Community*.

Train the Trainer courses - The first Spanish Train-the-Trainers course was held in November 2006 at UNITE Local 11 in Los Angeles. Participants included companies, unions, and community based organizations from Los Angeles including IDEPSCA and

KIWA, and five participants from the San Diego area including CRLA, Cal/OSHA, the Center for Employment Training, and the Interfaith Employment Center. A 32-hour Train the Trainer teaching techniques course was held for International Union of Operating Engineers apprenticeship instructors from 12 states in Beaver, West Virginia on December 11-14, 2006. This course laid the foundation for a new initiative to assess the need for health and safety training in building trades apprenticeship programs.

Small business outreach & education - Training materials have been developed to help small business (restaurant) owners and managers train their employees to participate in identifying and controlling hazards.

4. Youth Project

Source of Funds: The California Wellness Foundation (TCWF)
Funding Period: \$52,257 for 01/01/05 -12/31/07
Numbers Trained: 01/01/06 – 12/31/06, outreach & education to 2,191 senior high and university students and 735 adults
01/01/07 – 07/31/07, outreach and education to 1,195 senior high and university students and 460 adults.

The LOSH Youth Project was initiated in January 1996 with funding from the California Endowment and the National Institute for Occupational Safety and Health to educate high school students through school-based curricula and peer education activities in the South Los Angeles community. The evaluation results of the three-year project, *Fostering Leadership to Address Workplace and Community Environmental Health Issues: A University/ School/ Community Partnership*, were published in *Health Promotion Practice* in July, 2005.

Since then, LOSH youth activities have evolved with supplemental funding from TCWF and the California Commission on Health and Safety and Workers' Compensation to expand beyond local high schools, now reaching youth statewide through an annual 3-day Young Worker Leadership Academies (YWLA). A guide with an accompanying CD explaining how to implement a Young Worker Leadership Academy is currently being developed.

The 44 youth who participated in the 2006 – 07 YWLA worked in teams to implement:

- 10 minute video filmed as a news report to illustrate young worker labor laws
- Fold out business cards for youth who work summarizing rights, health and safety information, and resources
- Public Service Announcements
- Booths at career fairs and community events with information on child labor laws
- Presentations at Workers' Memorial Day events, teacher conferences and classrooms
- New work permit policies at San Diego and Los Angeles area schools requiring review of health and safety material and passing a work permit quiz
- Collaboration by 18 YWLA alumnae to coordinate a day-long *Teen Employment Scene* conference for 300 LA area youth
- Creation of an ongoing *Youth in Power Club* at Manual Arts High School

YWLA Alumnae requested LOSH's assistance to create a formalized network; LOSH staff have convened one "reunion" and another is planned for December, 2007.

5. Workplace Ergonomics Project

Source of Funds: Fee-for-service contract with the American Federation of State, County, and Municipal Employees (AFSCME) Union District Council 36/LA City Local 3090

Funding Period: \$92,852 for 01/05 – 02/07

Numbers Trained: 63 days of 1 or 2 three-hour sessions, 2,332 workers trained

The goal of this joint labor-management program is to educate 3,200 Los Angeles City office workers in 33 departments, facilitate a train-the-trainer course for 120 peer health advisors, survey all workers in the ergonomics courses, and analyze data to assess ergonomic-related injuries. LOSH staff collaborated with the UCLA Labor Center to design the training components and with a School of Public Health adjunct Faculty member to design the research component.

6. Dissemination of Research Results on California Home Care

Source of Funds: UC Labor and Employment Research Fund

Funding Period: \$19,402 for 01/07 – 12/31//07

This project builds on the work of the California Homecare Research Working Group, funded by the UC Institute for Labor and Employment in 2001 and 2002. Researchers and key labor and consumer stakeholders from the Working Group participated in a colloquium in February 2007 to share current research findings and to identify relevant policy issues that could be informed by the research results. Researchers created a policy brief to analyze the proposed 2007-2008 IHSS budget and convened a briefing for legislators and stakeholders in Sacramento in March 2007. A follow up meeting will be held in October 2007 to update and develop dissemination plans for the policy brief.

Academic courses, Student Internships & Publications

LOSH collaborates 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, supervising four interns each summer in projects ranging from an examination of musculoskeletal disorders among hotel and garment workers to injuries, chemical and heat exposure facing day laborers in the construction industry. Ongoing internships are also provided for seven UCLA undergraduate students, and industrial hygiene graduate students are trained through the LOSH hazardous waste/hazmat program.

A course syllabus has been submitted for approval through the School of Public Health Community Health Sciences Department with plans to cross-list through Environmental Health Sciences, Health Services and Urban Planning.

In addition to the publications and policy briefs listed above, LOSH and Labor Center staff developed a White Paper on “Work and Health” in 2006, and former LOSH director Marianne Brown authored two publications based on research conducted while at LOSH:

- “Immigrant workers: Do they fear workplace injuries more than they fear their employers?” in Schulz, Amy J. and Leith Mullings, eds. *Gender, Race, Class and Health*, Jossey-Bass, San Francisco, 2006.
- “Labor’s critical role in workplace health and safety in California and beyond – As labor shifts priorities, where will health and safety sit?”, *New Solutions: A Journal of Environmental and Occupational Health Policy*, Vol. 16, No. 3, 2006.

Advisory Boards

LOSH staff members participate in occupational health and safety programs, policy and funding decisions at the local, state and national level through membership on the following Advisory Boards.

- Cal/OSHA Advisory Committee
- Worksafe Advisory Board
- National Institute for Occupational Safety & Health (NIOSH)
 - So. California Education & Research Center
 - National Intervention Effectiveness Peer Review Panel
 - National Occupational Research Agenda (NORA) Forum
- Liberty Hill Environmental Justice Board
- SoCalCOSH
- American Public Health Association Occupational Safety & Health Section

HUMAN RESOURCES ROUNDTABLE (HARRT)

The Human Resources Round Table (HARRT) celebrated its 20th Anniversary in 2006. Under the leadership of Professor Archie Kleingartner and Executive Director Linda Newton, HARRT has worked successfully in recent years to increase membership, develop its programs and expand its outreach to the academic and business communities in Southern California, adding UC Davis and Professor Andrew Hargadon to its faculty associates. Also added from UCLA were Professor Katherine Stone from the School of Law and Professor Emeritus, Michael Intriligator from the Department of Economics. HARRT faculty and senior executives provide an important link to management for the IRLE. Not only do academics provide resources for practitioners of human resource management, but also member companies provide access for faculty and student research projects and are invited to bring their practical leadership experience in Human Resource management to the classroom.

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 38 in 2005 to 45 members in 2006. Industry representation of senior HR executives in the region broadened to include firms in a wide variety of industries: professional services, financial services, food service, uniform and janitorial services, medical equipment, engineering, retail, technical services, and processed and packaged goods. Counties represented include Los Angeles, Ventura, Orange and San Diego.

Recent shifts have occurred in the business composition of the Southern California community due to downsizing and consolidation, mergers and acquisitions as well as several retirements posed challenges to HARRT's efforts to increase membership and income in 2007 and beyond. In many cases, west coast senior HR positions were eliminated and consolidated in locations of corporate headquarters of acquiring organizations which are not located in California. However, we have been fortunate to have successors continue membership of those who have retired and have expanded our network of referral agents to offset some of these losses.

Programs. HARRT disseminates academic research in Round Table Presentations, a Quarterly Newsletter and through "white papers" on its website. Round Table and Retreat programs for 2004-5 and 2005-6 focused on such topics as forces of change, workforce planning, leadership succession, learning and innovation, talent management, organizational design, changes to the employment proposition, and risk management.

Research. Professor Sanford Jacoby presented the results of his comparative research on Japanese and American governance and HR practices at our 2005 Retreat, drawing on his recent book, *The Embedded Corporation: Corporate Governance and Employment Relations in Japan and the United States*. Several HARRT member companies were participants in this research project.

Structure. HAART has a Faculty Advisory Committee comprised 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 retains affiliated status and works collaboratively to share research and topics for academic and professional audiences. There is also an Executive Committee, made up of HARRT's chair, the executive director, and selected UCLA and HAART alumni. This group meets semi-annually to provide input to the programs and strategic objectives of HARRT. We have replaced one of our retiring members from the executive committee with an alumni member who has a global HR focus. Program Planning Committees develop topics and suggestions for program format and speakers.

Program Staff consist of the Chair and Founder, Archie Kleingartner; the Executive Director, Linda Newton; and several part-time student administrative assistants. Students also help with administrative and special event tasks. Both student assistants and interns 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. Plans are underway to bring on a full-time office assistant to support the growth of HARRT and its programs and members.

Faculty Involvement. Not only are faculty involved in a governance role on the Faculty Advisory Committee as noted above, but they also play a prominent role in shaping and participating in HARRT Programs. Professors Daniel Mitchell, Sanford Jacoby, Uday Karmarkar, Archie Kleingartner, Barbara Lawrence, and David Lewin, Katherine Stone and Bill Yost participated from UCLA, Professor Andrew Hargadon from UC Davis and Professor John Boudreau from USC Marshall School of Business also participated.

Student Involvement: Doctoral and MBA students are encouraged to attend meetings and to write articles for the HARRT Quarterly newsletter. Relationships with graduate students in HRM expanded with the Anderson School which brought an increased attendance of doctoral and MBA students at HARRT Round Table events as well as coaching MBA students in transitioning from prior careers to positions in HRM.

Executive Involvement. In addition, HR executives, CEOs, HR specialists and nationally recognized authors 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.

Networking and Collaborative Relationships. HARRT also engages in cooperative arrangements with the UCLA Anderson School Forecast, the Center for International Business Education and Research (CIBER), the UCLA Lewis Center for Regional Policy Studies, the IS Associates, the Anderson School Executive Education Programs; USC's Center for Effective Organizations (CEO), and UCSD's Rady School of Business. Collaboration includes joint sponsorship of events, discounts on programs to HARRT members, and an expanded pool of experts to involve in programs. Relationships are also cultivated with *Workforce Management* and selected firms who can provide membership referrals and thought leaders for event programs. The Concours Research Institute, Capital H Group, Drake Beam, the Los Angeles Chapter of NHRA and Towers Perrin have assisted with programming and member referrals.

HARRT Events 2005-06

- February 23, 2005** *“Leadership Succession Planning: Building Bench Strength Through Integrative Talent Management”*
 Guest Speaker: **Barbara Lawrence**, Professor of Management and Organization Behavior, UCLA Anderson School
- May 25, 2005** *“The Learning Organization: Using Information, Technology and Dialogue for Learning and Innovation”*
 Guest Speaker: **Andrew Hargadon**, Associate Professor of Technology Management, Graduate School of Management, UC Davis
- September 29-October 1, 2005** **HARRT Annual Retreat:**
 Theme: **“The Human Capital Value Proposition: HR Strategies and Practices that Add Value”** Speakers included: **Julia Stewart**, CEO & President, IHOP, **Norm Smallwood**, **Sanford Jacoby** and **John Boudreau**. **Terry Schuler**, SVP of HR at Avery Dennison presented the living case on managing employment brands.
- November 30, 2005** *“Managing in the Information Economy: The Challenges of Managing Information, People and Changing Organizational Boundaries”*
 Guest Speaker: **Uday Karmarkar**, L.A. Times Professor of Technology and Strategy, UCLA Anderson School
- March 1, 2006** **“Designing Effective Organizations: Managing Strategy, Structure, and Process”**
 Guest Speaker: **Jay R. Galbraith**, Author and Senior Research Scientist at USC Center for Effective Organizations
- May 17, 2006** **“Managing Risk and Opportunities in a Changing Workplace”**
 Guest Speaker: Professor **Katherine Stone**, UCLA School of Law
- October 5-7, 2006** **HARRT Annual Retreat**
 Theme: **“New Frontiers in Talent Management: Best Practices and Strategies for Winning the Talent Advantage”**
- December 13, 2006** **“Goldsmith on Leadership: Best Practices and Making Leaders Better”**
 Guest Speaker: **Marshall Goldsmith**, Ph.D., Author and Executive Coach

1. The Aerospace Corporation	1. AECOM
2. American Medical Response	2. The Aerospace Corporation
3. Art Institute Los Angeles	3. Aramark
4. Avery Dennison	4. Art Institute Los Angeles
5. Bobrick Washroom Equipment	5. Avery Dennison
6. The Boeing Company	6. Bobrick Washroom Equipment
7. CBS Broadcasting Inc.	7. The Boeing Company
8. Cedars-Sinai Medical Systems	8. The Capital Group
9. The Cheesecake Factory	9. CBS Broadcasting Inc.
10. Children's Hospital, Los Angeles	10. Cedars-Sinai Medical Systems
11. Chiron	11. The Cheesecake Factory
12. City of Los Angeles	12. Children's Hospital, Los Angeles
13. Computer Sciences Corporation	13. Chiron
14. Digital Insight	14. City of Los Angeles
15. Dole Food Company, Inc.	15. Computer Sciences Corporation
16. E! Entertainment	16. County of Los Angeles
17. Edison International	17. Deloitte Consulting
18. Farmers Group, Inc.	18. Dole Food Company, Inc.
19. HealthCare Partners Medical Group	19. Edison International
20. House of Blues	20. Edmunds.com
21. Huntington Hospital	21. Ernst & Young
22. IHOP	22. Esterline Engineered Materials
23. International Rectifier	23. Farmers Group, Inc.
24. Loyola Marymount University	24. Guitar Center
25. Mattel	25. Hot Topic
26. MMC Incorporated	26. House of Blues
27. Northrop Grumman Space Technology	27. Huntington Hospital
28. Parsons Corporation	28. International Rectifier
29. Quest Diagnostics/Unilab	29. Kaiser Permanente
30. Sempra Energy	30. Korn/Ferry International
31. Southern California Edison	31. Loyola Marymount University
32. St. Joseph Hospital	32. Mattel
33. St. Jude Medical	33. MMC Incorporated
34. UCLA--Campus Human Resources	34. NBC Universal
35. The Walt Disney Company	35. Parsons Corporation
36. Washington Mutual	36. Red Bull
37. Westfield Corporation Inc.	37. Sempra Energy
38. Zenith Insurance	38. St. Jude Medical
	39. THQ
	40. Triad Financial
	41. UCLA--Campus Human Resources
	42. The Walt Disney Company
	43. Washington Mutual
	44. Westfield Corporation Inc.
	45. Zenith Insurance

