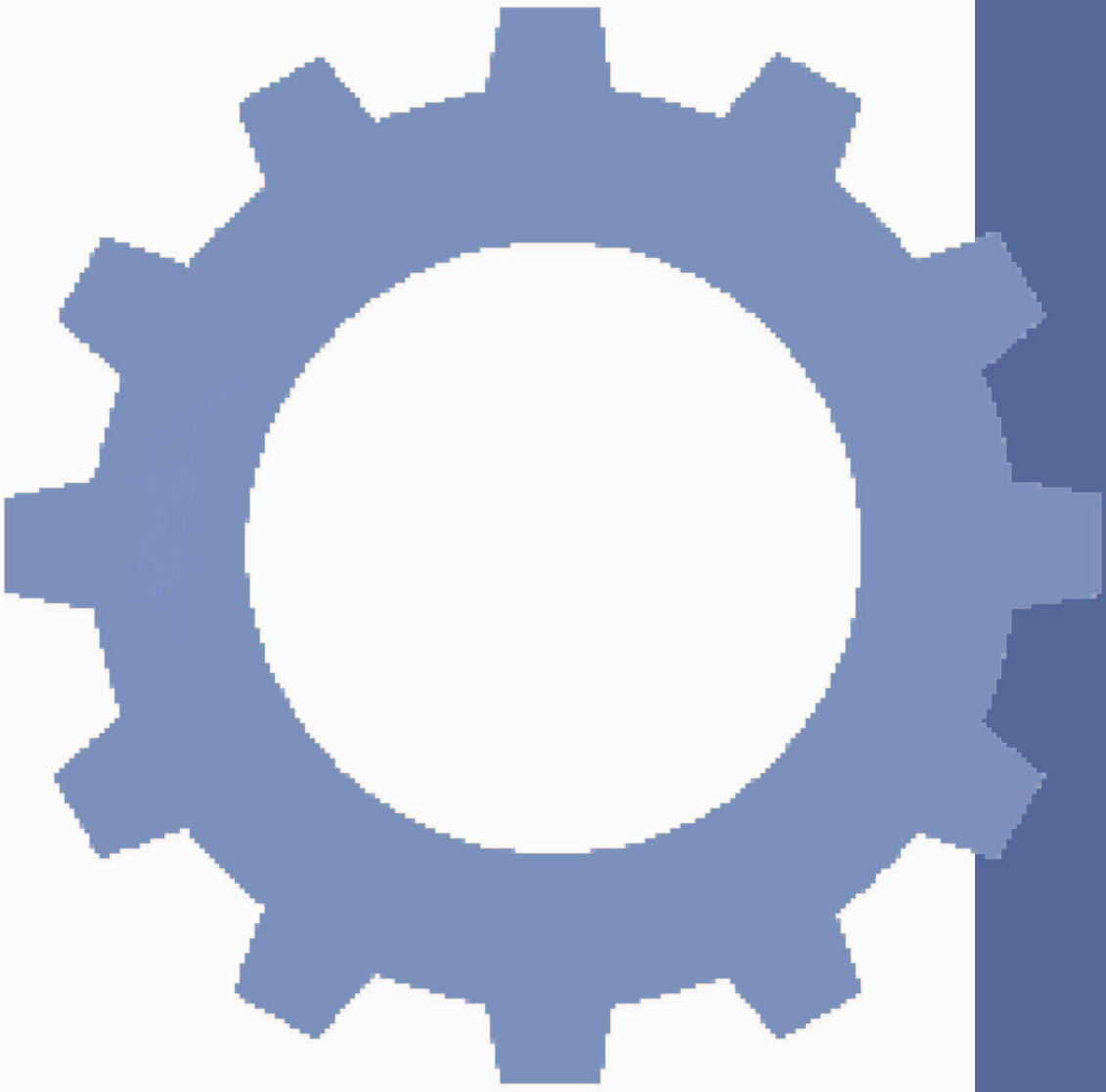


ANNUAL REPORT 2010 - 2011



UCLA INSTITUTE FOR RESEARCH ON LABOR AND EMPLOYMENT



TABLE OF CONTENTS

Letter from the Director.....	1
About IRLE.....	2
History.....	3
Governance.....	5
Governance Structure.....	6
IRLE Leadership.....	8
Department Organization Chart.....	9
Staff Awards	10
Financial Issues	11
Extramural Support.....	12
Academic Activities.....	13
Direct Research Projects.....	14
Students in Research.....	19
Visiting Scholars & Research Affilites.....	21
IRLE Publications.....	22
Academic Events.....	29
Research Dialogues.....	35
Labor and Workplace Studies Minor.....	36
Courses Taught by IRLE Faculty and Staff	39
Community Scholars	41
Internship Programs	42
Civic Engagement	45
Community Programs and Research.....	46
Community Events.....	49
IRLE in the Media.....	53
IRLE Staff in the Community.....	54
LOSH Education and Training Programs.....	55
Looking Forward to 2011 -2012	63
Appendices	65
Appendix A: IRLE Faculty Advisory Committee	i
Appendix B: Center for Labor Research and Education Advisory Committee.....	ii
Appendix C: Labor and Workplace Studies Minor Faculty Advisory Committee....	iv
Appendix D: LOSH: Western Region Universities Consortium HazMat Program..	v
Appendix E: LOSH: Occupational Health Internship Program Advisors	vii
Appendix F: HARRT: Faculty Advisory Committee.....	ix
Appendix G: HARRT: Executive Advisory Board.....	x
Appendix H: HARRT: Membership Roster.....	xi
Appendix I: Labor and Workplace Studies Minor 2010-2011 Course Listings.....	xiv
Appendix J: Labor and Workplace Studies Minor Service Learning Courses.....	xv



LETTER FROM THE DIRECTOR



Since 1945, the UCLA institute for Research on Labor and Employment (IRLE) has been committed to excellence in research, teaching and civic engagement. The 2010 - 2011 year was no exception, and despite a challenging fiscal and political environment, IRLE maintained a vigorous and productive schedule of research and events. Described in detail in this annual report, these achievements include:

- Global partnerships with colleagues in China, Mexico, the United Kingdom, and Vietnam
- Increased collaborations with Los Angeles labor and community organizations
- Improved collaboration between IRLE units on research projects and programming
- The development and support of scholarly networks across UCLA departments and research centers
- Over 50 academic and community events, hosted at UCLA, the Downtown Labor Center and other community locations. Highlights included a talk by the US Deputy Secretary of Labor and two conferences with global participation, one on long-term unemployment and job creation and one on workplace issues in lower-income countries
- Launching an IRLE Facebook page and Twitter feed
- Further strengthening of the IRLE Visiting Scholar Program, which this year included seven scholars from five countries
- The undergraduate Labor and Workplace Studies Minor graduated a record 37 students.

IRLE is laying the groundwork to build on these accomplishments and to initiate new research and outreach programs and events. There is no doubt that 2011-12 will be a financially challenging year for IRLE, and indeed for the whole University of California system. IRLE plans to meet these challenges by maintaining and expanding grant-writing and development efforts that brought in significant funds in the current year and by building added synergies among the units of IRLE and through collaborations with global and community partners.

Chris Tilly
Director, UCLA Institute for Research on Labor and Employment



ABOUT IRLE

The UCLA Institute for Research on Labor and Employment (IRLE) is responsible for initiating, facilitating and disseminating research on work, labor and employment issues. These goals are accomplished on local, national and global levels through the activities and constituencies of the four units:



The IRLE Academic Unit is responsible for academic research and education. The unit forges interdisciplinary research ties with scholars to generate publications, programming and teaching opportunities within the fields of labor and employment. The IRLE Academic Unit co-manages the Labor and Workplace Studies Minor with the Center for Labor Education and Research.



The Center for Labor Research and Education (Labor Center) focuses on applied research, education and outreach. Located in downtown Los Angeles, the Labor Center is the bridge between UCLA research and resources and community, labor, and government populations. The Labor Center also shares responsibility with the Academic Unit for the Labor and Workplace Studies Minor.



The Labor Occupational Safety and Health Program (LOSH) conducts research, education and outreach on issues related to safe workplaces. LOSH's diverse training programs unite workers, employers, academics, health officials and policy makers around UCLA and California. LOSH also reports to the Center for Occupational and Environmental Health in the UCLA School of Public Health.



The Human Resources Round Table (HARRT) supports education and outreach in the field of human resources within a private (membership) network of executives and academics. HARRT is strongly influenced and driven by its partnership with the UCLA Anderson School of Management.



HISTORY OF IRLE

The UCLA Institute for Research on Labor and Employment (initially and formally named the Institute of Industrial Relations) was founded, along with an equivalent institute at UC Berkeley, in 1945 by Governor Earl Warren. Born out of the postwar boom in political power and influence of organized labor, the two institutes were the first arms of the University of California to offer specialized research and education programs to the organized labor movement, researchers and students. The establishment of the Center for Labor Research and Education within the Institute in 1964 further consolidated the ties between the labor movement and the university and created an opportunity for UCLA to expand its reach beyond the Westwood campus.

Despite a decline in the influence of organized labor in the 1970s and 1980s, the UCLA Institute expanded, adding the Labor and Occupational Safety and Health program in 1978 and the Human Resources Round Table in 1986. A revitalization of organized labor in California led to establishment of the UC-wide Institute for Labor and Employment (ILE) in 2000, a research program housed jointly at UCLA and UC Berkeley which built on the two IIRs that had been established 55 years earlier. Reflecting on how conceptions of labor and work have changed since 1945, the Institute increasingly worked with a wide range of actors outside the university, including unions but also community and advocacy organizations, businesses, and government.

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



HISTORY OF IRLE

History, continued:

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

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



Images (from top):

Earl Warren (left) and Ben Aaron attend the 25th Anniversary Celebration of IIR, 1970

Earl Warren (1st row, far left) participates in the 2nd Annual IIR Conference in 1948

Former California Governor Gray Davis with former IRLE director Ruth Milkman, Rev. Jesse Jackson and Labor Center Director Kent Wong attend the opening of the Downtown Labor Center in 2002.

Community members in Los Angeles rally in solidarity with Wisconsin public employees, March 2011

UNIVERSITY OF CALIFORNIA

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



GOVERNANCE

in connection therewith, utilizing the full resources of the University of California, and especially its faculties and facilities on the Berkeley and Los Angeles campuses of said University."

When the bill was originally introduced by Mr. Phil Davis of Los Angeles it called for a sum of money to be used for the establishment of a School of Industrial Relations on the Los Angeles campus of the University. Shortly thereafter the wording of the proposal was changed to provide for establishment of "Schools of Industrial Relations at the University of California at Los Angeles and at Berkeley."

The proposal was initiated by Governor Warren who, in his outline of the work of the State Legislature requested among other things that a School of Industrial Relations be established at the University of California.



GOVERNANCE STRUCTURE

IRLE Organization

The UCLA Institute for Research on Labor and Employment is an organized research unit and a department within the UCLA College of Letters and Science.

IRLE is governed by a Director, who is appointed by the Dean of the Social Science Division of the UCLA College of Letters and Science for a term of 5 years. The Director is responsible for overall IRLE leadership as well as the activities and direction of the IRLE Academic Unit. The Director shares IRLE governance with an Associate Director and a Faculty Advisory Committee, with whom he meets to discuss, strategize and implement initiatives of the Institute. The Faculty Advisory Committee members serve open-ended terms.

Institute-wide organizational support and administrative leadership management is provided by the IRLE Administrative Unit, which is led by the Chief Administrative Officer and includes the Senior Fund Manager, personnel coordinator, program coordinator and IT support.

Oversight of the Labor and Workplace Studies minor is managed by a team of faculty advisors chaired by the IRLE Associate Director. A student affairs officer is responsible for daily operation and logistics of the minor.

In addition to the overall Directorship, administration is delegated to unique leadership structures within the units:

- LOSH is managed by a Program Director, who shares direction of LOSH activities an Associate Director of Education.
- The Labor Center is managed with a Director and the advice of the Labor Center Advisory Committee, who are made up of activists and labor leaders, along with a UCLA faculty representative. This group supports the goals and mission of the Labor Center through fundraising, program support and joint projects.

HARRT is governed in day-to-day activities by an Executive Director. The Executive Director receives guidance on HARRT activities from a Faculty Advisory Committee composed of HARRT Faculty Co-Chairs and senior faculty from the UCLA Anderson School of Management and UCLA Graduate School of Education and Information Science. The Faculty Advisory Committee consists of senior level faculty identified and recruited by the faculty chairs. This committee advises HARRT on policy, programs and standards with particular emphasis on academic rigor and faculty and doctoral student involvement. The director of the IRLE serves in an ex-officio capacity.



GOVERNANCE STRUCTURE

In addition, HARRT receives input on programming and research from the HARRT Executive Advisory Board. This newly formed board consists of current HARRT members who are nominated by the Executive Director and approved by the Faculty Chairs. The HARRT Executive Advisory Board held its inaugural meeting in May 2011 and provides input and advice on HARRT programs.

Issues, Changes and Concerns in Governance

IRLE has made important strides in strengthening coordination and collaboration across the units. IRLE has continued to have the leadership of HARRT, the Labor Center, and LOSH make brief reports at each quarterly Faculty Advisory Committee meeting and have two Institute-wide staff gatherings each year. This year, we initiated quarterly in-depth meetings among the directors of the three larger units (Academic, Labor Center, LOSH) as well as regular meetings and communications among key administrative staff from throughout the Institute. We also continued the work of three cross-unit task forces: the Minor Task Force overseeing the Labor and Workplace Studies Minor (supplementing the work of the Minor's Faculty Advisory Committee), the Funding Task Force to share information on funding opportunities and coordinate our grant-writing process, and the Communications Task Force that coordinates our approach to communications and media. The Director continues to consult frequently with the Directors of the Labor Center and LOSH, the Co-Chairs of HARRT, and with members of the Faculty Advisory Committee. This year, we supplemented these leadership-level contacts by integrating departmental financial management structure, contract and grant processes, and technical support across the units.



IRLE LEADERSHIP

Institute for Research on Labor and Employment (IRLE)

Director: Professor Chris Tilly (Urban Planning)

Associate Director: Professor Toby Higbie (History)

Chief Administrative Officer: Shannon McGarry

Faculty Advisory Committee: Please see Appendix A

Center for Labor Research and Education (Labor Center)

Director: Kent Wong

Labor Center Advisory Committee: Please see Appendix B

Labor Occupational Safety and Health Program (LOSH)

Director: Linda Delp

Associate Director of Education: Deogracia Cornelio

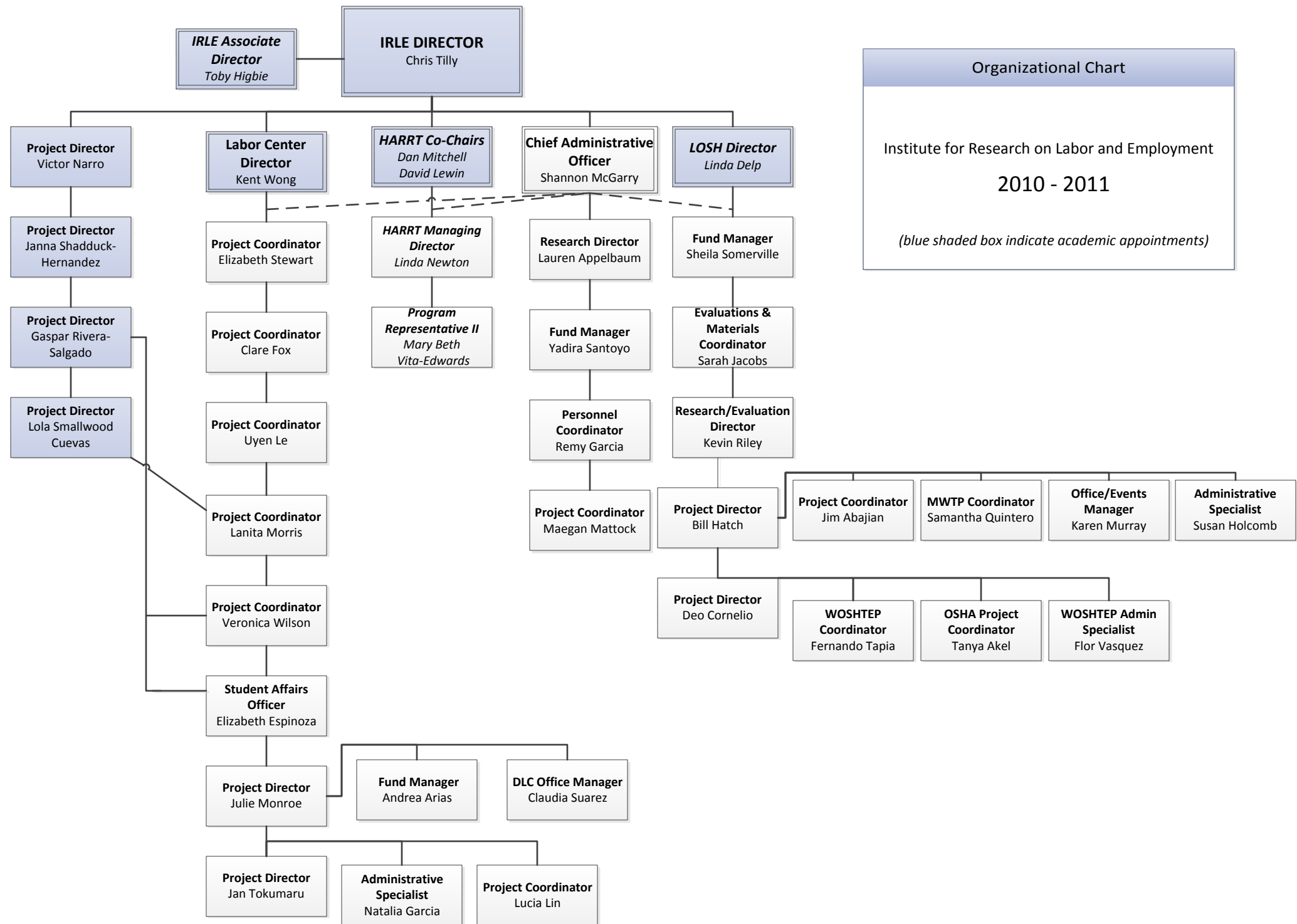
Human Resources Round Table (HARRT)

Co-Chairs: Professors Daniel Lewin, Daniel J.B. Mitchell (UCLA Anderson)

Managing Director: Linda Newton

Faculty Advisory Committee: Please see Appendix F

Executive Advisory Board: Please see Appendix G





STAFF AWARDS

Victor Narro received the John R. Ortega Community Advocate Award from Community Lawyers Inc, in recognition of his dedicated services to Los Angeles' immigrant communities. The award was presented on November 6, 2010.

Kent Wong received the National Lawyer's Guild Award, Los Angeles Chapter on February 26, 2011 for his continued commitment to worker and immigrant students' rights.

Kent Wong and Liz Espinoza received the "Open Heart, Open Mind" award from the UCLA Community Programs Office. The award honors UCLA staff members whose work has created a supportive environment for UCLA students. The award was presented on May 25, 2011.

Kent Wong was honored for his support of the Dream Act at the UCLA IDEAS Banquet Award on May 30, 2011.

David Cho, an intern for the UCLA Labor Center, was awarded the Freedom from Fear Award from New American Media. The award recognizes people who have made significant impacts for the rights of immigrants and refugees. The award was announced in June 2011.



IRLE staff celebrate at IRLE's Annual Staff Appreciation Luncheon on June 2, 2011



FINANCIAL ISSUES

The funding environment remains highly challenging for IRLE. State funding has continued to be provided at a severely reduced level. In response, IRLE and its units continued and expanded efforts to increase collaborative activities that pool resources, to write grants and to solicit supporting contributions. Although we have not been able to completely offset the reductions in state funding, we have once more mounted a strong set of activities and programs during 2010-11. In the face of continuing budget uncertainty, IRLE will be focusing on its core programs of research, teaching, and outreach, keeping other past programs on hold for the time being, and continuing to ramp up external fund-raising efforts. Through these efforts, IRLE has become the largest contract and grant recipient in the UCLA Division of Social Sciences.

Extramural Support

A significant part of IRLE activities is supported by external sources, including grants and gifts. LOSH is almost entirely supported by grants and HARRT applies a membership fee to support its activities. The Labor Center has traditionally relied on support from its constituencies and from the annual Labor Center fundraising banquet to support its programs and research, and this year, has significantly expanded grant-writing. In the forthcoming year, IRLE will continue to make grant seeking a priority and will investigate both private foundations and federal sources. Private donations, including those given at the annual Labor Center banquet, are an important part of the Institute's funding. Additional, though more modest, income is obtained through book sales and through HARRT membership fees.

Moving in to 2011-2012, further developing a broader overall development strategy will be a priority for IRLE leadership. We are meeting on a regular basis with the Office of Development in the College of Letters and Science to identify additional grant opportunities, donor populations and strategy. In addition to the Labor Center's annual Banquet, the IRLE Academic Unit plans to inaugurate a Winter Fundraiser to reach out to added constituencies on behalf of the Labor Studies Minor. In addition, IRLE has hired a Development Director to do additional grant prospecting and writing for the department.

The chart on the following page provides an overview of the extramural support provided to IRLE during the 2010-2011 fiscal year.



IRLE EXTRAMURAL SUPPORT

Unit/PI	Sponsor	Amount	Type
LOSH/Linda Delp	National Institute of Environmental Health Sciences	\$ 1,685,023.00	Grant
Labor Center/Kent Wong	Ford Foundation	\$ 1,225,000.00	Grant
Labor Center/Kent Wong	California Construction Industry Labor Management Cooperation Trust	\$ 450,000.00	Grant
LOSH/Linda Delp	California Dept. of Industrial Relations	\$ 355,000.00	Contract
LOSH/Linda Delp	US Department of Labor	\$ 220,000.00	Contract
Labor Center/Kent Wong	The California Wellness Foundation	\$ 200,000.00	Grant
Labor Center/Kent Wong	Open Society Institute	\$ 176,443.00	Grant
Labor Center/Kent Wong	United Autoworkers	\$ 156,500.00	Contract
LOSH/Linda Delp	UC Berkeley	\$ 104,000.00	Subaward
Labor Center/Kent Wong	Nathan Cummings Foundation	\$ 79,153.00	Grant
Labor Center/Kent Wong	Miguel Contreras Foundation	\$ 78,651.00	Contract
Labor Center/Janna Shadduck-Hernandez	United Way of Greater Los Angeles	\$ 50,976.00	Contract
Labor Center/Kent Wong	Carnegie Foundation for the Advancement of Teaching	\$ 50,000.00	Contract
Labor Center/Kent Wong	Tides Advocacy Fund	\$ 50,000.00	Grant
Labor Center/Kent Wong	City of Los Angeles	\$ 49,500.00	Contract
IRLE/Chris Tilly	Russell Sage Foundation	\$ 35,000.00	Grant
Labor Center/Kent Wong	Liberty Hill Foundation	\$ 30,000.00	Grant
LOSH/Linda Delp	CLUE - Susan Harwood Training Projects	\$ 25,000.00	Grant
Labor Center/Kent Wong	New World Foundation	\$ 20,000.00	Grant
Labor Center/Kent Wong	Surdna Foundation	\$ 15,000.00	Grant
Labor Center	Service Employees International Union	\$ 11,876.00	Gift
LOSH/Linda Delp	National Institute of Occupational Safety and Health (through TKC Global Solutions)	\$ 12,393.00	Grant
IRLE/Chris Tilly	Upjohn Institute for Employment Research	\$ 10,000.00	Contract
LOSH/Linda Delp	Center for Occupational and Environmental Health	\$ 10,200.00	Grant
Labor Center	California Community Foundation	\$ 5,516.00	Gift
Labor Center	Various Donors	\$ 5,478.00	Gift
IRLE/Chris Tilly	UCLA Academic Senate Award	\$ 3,000.00	Grant
LOSH/Linda Delp	Labor Occupational Health Program (UC Berkeley)	\$ 4,000.00	Grant
Labor Center/Kent Wong	Bohnett Foundation	\$ 530.00	Grant
	TOTAL:	\$ 5,118,239.00	



ACADEMIC ACTIVITIES





DIRECT RESEARCH PROJECTS

The Institute for Research on Labor and Employment shares the primary mission of research development, dissemination and application with its home campus. Each unit of IRLE addresses this mission by embarking on direct research projects, knowledge sharing through events and publication opportunities and support of scholarship.

Asian American and Pacific Islander Workforce

This was a project developed from the Asian American and Pacific Islander Worker Rights Hearing held in April 2011. The research, on Asian Americans' role in the U.S. labor movement, involved work by Labor Center project coordinator Lucia Lin and Labor Center director Kent Wong, in partnership with the Center for Economic and Policy Research. The report will be released at the Asian Pacific American Labor Alliance Convention in July 2011.

How Unions Use Research

IRLE Director Chris Tilly and a team of UCLA graduate students led by Joshua Bloom are developing a research project to determine how labor unions bring research to bear on the development of strategy. The team has begun discussions with a global group of collaborators in Brazil, China and Mexico and a number of European countries.

Responsible Contracting Project

The Leadership Council for Civil and Human Rights has contracted with the IRLE to write a report on responsible contracting of food services in higher education. The IRLE portions of the report were managed by IRLE Research Director Lauren Appelbaum and the report is presently in its final round of revisions.

Research Theme: Global Research Networks :

Institute for Transnational Change *(See box on page 15)*

Transnational Migration

Gaspar Rivera-Salgado conducts research on transnational migration and integration of migrant populations in their host countries. Advancing this research into 2010-2011:

- Rivera-Salgado contributed to a research Project, *Integrando la Ciudad: Factores Socio-Demográficos y Políticas Urbanas en la Integración de Migrantes Mexicanos* that is being conducted by researchers at the Colegio de la Frontera Norte (COLEF) and funded by the BBVA Foundation. Rivera-Salgado's report, "La Ciudad y el Condado de Los Ángeles y sus Políticas Públicas de Incorporación para Migrantes Mexicanos", investigates the public policy surrounding Mexican immigrants in Los Angeles county.



DIRECT RESEARCH PROJECTS

Transnational Migration, continued:

•Rivera-Salgado and Xochitl Bada (University of Illinois at Chicago) contributed the expert paper, “Recognition, Empowerment, and Capacity Building of Migrant Organizations: The Potential of Migrant-Led Organizations.” For the Civil Society Days Global Forum on Migration and Development, which was held in November 2010.

Global Retail Landscapes

United States and Mexico, with a goal of understanding the drivers of such variation and change, determinants of job quality, and public policy, management strategy, and organizing approaches that could lead to better jobs. Tilly is collaborating with Dr. Françoise Carré, Research Director of the Center for Social Policy at the University of Massachusetts Boston. The project, supported by funds from the Ford, Rockefeller, and Russell Sage Foundations, the Upjohn Institute for Employment Research, a UCLA Faculty Senate grant, and the Fulbright Scholar Program includes fieldwork in both Mexico and the United States and is expanding to include partnerships in Europe. Carré and Tilly are working on a monograph, tentatively titled *Working in Retail Around the World*. New elements in the project include collaborations with Pamela Robinson (University of Birmingham, UK) and Raul Lorente (University of Valencia, Spain).



INSTITUTE FOR TRANSNATIONAL SOCIAL CHANGE

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

ITSC conducts research and facilitates information exchange and cross-border alliance building to deepen and widen the reach of projects and programs among partners in the network. Facilitation includes strategizing with organizations to increase access to existing trainings, providing organizations opportunities to share best practices, and to actively learn from small and under-resourced organizations. ITSC recently published its first report, “Building a Culture of Cross-Border Solidarity”, written by journalist David Beacon.

Images (from left):

David Beacon speaks at the ITSC Meeting in July, 2010.

Peter Olney speaks at the ITSC Meeting in July, 2010



DIRECT RESEARCH PROJECTS

Research Theme: Los Angeles Labor

Behind the Kitchen Door: Inequality and Opportunity in Los Angeles, the Nation's Largest Restaurant Industry

Labor Center project director, Victor Narro provided secondary research, analysis, editing, and student internship support for The Restaurant Opportunities Center of Los Angeles 2011 report, *Behind the Kitchen Door*. This report was based on a major survey of restaurant workers in Los Angeles and highlights the working conditions in the Los Angeles restaurant industry, which is the largest in the nation. The report, which details such issues as sexual harassment, health and safety enforcement, and workplace standards, puts forth policy recommendations to address these key findings.

Feasibility Study/Marketing Plan – Green Gardeners Cooperative

UCLA graduate students from the Labor Center/Urban Planning Community Scholars program (see page 41) worked with the Instituto de Education Popular del Sur de California (IDEPSCA) to create a feasibility study of landscaping/gardening work for the Green Gardeners Cooperative. The Green Gardner Collective educates and trains day laborers on sustainable landscape care and maintenance practice. The Community Scholars Program study worked to create an effective marketing plan to maximize job opportunities for the day laborer gardeners of the cooperative.



Food Truck Industry Research

UCLA graduate students from the departments of Urban Planning, Public Policy and Law joined the UCLA Labor Center (led by project director Victor Narro) in major initiatives to support the organizational development of the Asociación de Loncheros, now an official trade association for the lunch truck industry. Graduate student research published during this grant period, is the first ever comprehensive profile and analysis of the lunch truck industry in Los Angeles, and is currently an educational tool for the Los Angeles City Council and other City officials as they consider policy approaches to address issues related to commercial food vending.

SEIU Locals of Los Angeles

This research, commissioned by Service Employees International Union (SEIU) prepared GIS maps with the membership of SEIU's nine locals according to race, age, gender, and income. The research also documented the level of engagement of the membership, the state of labor and community partnerships, and industrial and geographic concentrations of the nine locals and SEIU Los Angeles unions collectively. The research was conducted by Labor Center Director Kent Wong and UCLA graduate students Ana Luz Gonzalez and Julie Tomasetti.



DIRECT RESEARCH PROJECTS

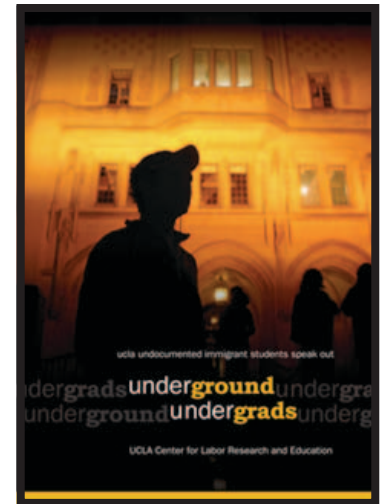
Wage Theft and Workplace Violations in Los Angeles: The Failure of Employment and Labor Law for Low-wage Workers

Building on the 2010 report on workplace violations in Los Angeles, Labor Center project director Victor Narro and co-authors Ruth Milkman (City University New York and formal IRLE Director) and Ana-Luz Gonzales (UCLA graduate student) continue to make presentations to policy makers and labor enforcement officials about the findings of the report. The report described conditions in Los Angeles' low-wage workforce that included violations of basic labor laws, including minimum wage, overtime and workers compensation regulations.

Research Theme: Pathways to Education

Immigrant Workers, Labor and Higher Education

This research, completed by UCLA students, focused on undocumented immigrant students in higher education, and will be published in the UCLA Labor Center book *Undocumented and Unafraid: Tam Tran, Cinthya Felix, and the Immigrant Youth Movement* scheduled for release in Fall 2011. The research was conducted in conjunction with the UCLA course, Immigrant Workers, Labor and Higher Education taught in Spring 2011 and Fall 2011 and completed with assistance by UCLA professor of Chicana and Chicano Studies, Abel Valenzuela; Labor Center project directors Janna Shadduck Hernandez and Victor Narro, and Labor Center director Kent Wong.



Parent, Students & Public Schools

Janna Shadduck-Hernandez at the Labor Center heads a multi-faceted research project to examine the impact of labor education, higher education, workforce development and leadership training on parent workers (including immigrant workers) and their children. The Parent University project is explained in detail in the Civic Engagement section of this report.

Images

pg 16 : A taco truck in Los Angeles. Photographer - David Burn

This page: Underground Undergrads: UCLA Undocumented Students Speak Out, a 2009 publication by the UCLA Labor Center



DIRECT RESEARCH PROJECTS

Research Theme: Worker Health & Safety

Employers' Motivations for Providing Hazmat-related Training

In collaboration with the University of Medicine and Dentistry New Jersey, the University of Massachusetts/Lowell, and the University of Cincinnati, LOSH is carrying out a project through its NIEHS-funded worker training consortium to examine employers' motivations for providing hazmat-related health and safety training to employees and to determine implications for public policy. (See a detailed description of the Hazardous Waste Worker Training Program under the Civic Engagement section of this report.)

Heat Illness Prevention Campaign – Education and Evaluation Research and Public Policy Initiatives

LOSH collaborated with the Department of Industrial Relations (DIR), the UCB-Labor Occupational Health Program (LOHP) and School of Public Health faculty on a new 2010 statewide Heat Illness Prevention Campaign triggered by fatalities among outdoor, primarily low-wage, immigrant workers. Applied research components of the campaign included a needs assessment to develop effective educational materials and interviews to assess the effectiveness of the campaign. The report, Final Performance and Evaluation Report on the Heat Illness Prevention Campaign 2010, is available on the DIR website: <http://www.dir.ca.gov/DOSH/HeatIllnessInfo.html>. LOSH received additional funding from the Department of Industrial Relations (effective June 2010) to evaluate and improve a community-based hotline designed to respond more effectively to heat-related questions from workers, worker advocates and the broader community than the previous government-agency recorded hotline.

82nd Educational Summit in Mexico City

LOSH participated in the 82nd Educational Summit organized by the Mexican government in May 2011. The first of such summits to focus on Occupational Health, it included representatives from Federal OSHA, NIOSH and other key US governmental agencies as well as representatives from labor and community organizations, Mexican Consulate community programs and other legal and medical professionals. The goal of the Summit was to delineate workplace safety and health challenges for Mexican and other immigrant workers, and to develop coordinated approaches to address such challenges. Deogracia Cornelio presented on the role of nonprofit organizations in preventing worker injury and illness through educational programs that incorporate effective educational principles: "Alianzas Basadas en la Comunidad para Abogar por la Salud y Seguridad Ocupacional de Trabajadores y Trabajadoras Inmigrantes."



STUDENTS IN RESEARCH

Students in Research

IRLE believes strongly in the power of young people to advance research, policy and movements. Both undergraduate and graduate students are encouraged to participate in and lead IRLE research projects and programming. At the center of this student community is the Labor and Workplace Studies Minor. Students in the minor work closely with IRLE faculty and staff and are given opportunities to work on traditional research projects (see Justice for Janitors box below) and supplement this experience with service learning in the community.

Students are integrated into many projects, publications and research detailed in this report. Highlights of student participation this year include:

- Graduate students contributed research to the first ever comprehensive report on the Los Angeles Food Truck industry
- Graduate students co-authored two IRLE research briefs: “Reaching the Dream – The Federal DREAM Act, the California Dream Act and Undocumented Student Activism” and the 2010 “State of the Unions” Report
- 53 undergraduate students participated in the 2010 and 2011 Student Leadership Academy internship programs, working full-time for unions over the summer
- Students in LOSH Director Linda Delp’s Public Health course participated in the planning and implementation of the April 30, 2011 Workers’ Memorial Day Forum and Resource Fair
- IRLE hosted a graduate student conference on “Labor in the Global South” in May 2011. The conference was organized by a UCLA Urban Planning student with a planning committee of UCLA graduate students from five programs, and included presentations by graduate students from around the world.



JUSTICE FOR JANITORS HISTORY PROJECT

This project includes the development of an interactive website presenting historical sources on the Justice for Janitors campaign in Los Angeles. UCLA Professor and IRLE Associate Director, Toby Higbie, and Labor Center Project Director Gaspar Rivera-Salgado have taken leads to document this important movement in social justice history. They, along with UCLA students, have scanned, organized, and cataloged items related to the Justice for Janitors movement from the basement archives of SEIU Local 1877 and from personal collections of union members and other Angelenos. Students from Rivera-Salgado’s Spring 2011 Applied Research Methods course at UCLA conducted 40 interview with Local 1877

staff and rank and file. The website for the project now links to some of these historical photos, articles on the campaign and will soon include the interviews conducted by the student researchers. The Justice for Janitors History Project is collaboration between United Service Workers West and UCLA. Initial funding for the project came from the UCLA Institute for Research on Labor and Employment. Vital institutional support came from the Center for Labor Research and Education, the Center for Oral History Research, the Department of History, and UCLA Social Science Computing.



STUDENTS IN RESEARCH

Graduate Student Researchers

Graduate student researchers are hired by IRLE to work on research projects and assist with community actions. The 2010-2011 students are:

- Florentina Craciun (Urban Planning) was the main organizer of the May 2011 graduate student conference, “Labor in the Global South: A Search for Solutions”
- Diana Denham (Latin American Studies and Urban Planning) worked with Chris Tilly on analyzing the quality of retail jobs in the United States, Canada, and Mexico.
- Annie Fehrenbacher, Community Health Sciences (School of Public Health) - Assisted in the development curriculum on indoor heat stress prevention, and helped prepare training materials to pilot with warehouse workers, a group particularly affected by indoor heat.
- USC Masters in Social Work (MSW) Work and Life Program Interns: Dorothy Lee and Paola Beas worked on several research and education projects to support ongoing LOSH programs in the areas of training needs assessments with workers and community health promoters; outreach with the American Pacific Islander immigrant worker community; and education programs and a draft grant proposal to expand work with the Mexican and Central American Consulates.
- Natalie Price, Community Health Sciences (School of Public Health) - Conducted background research to support the development of a new environmental justice curriculum under LOSH’s Minority Worker Training Program; completed fact sheet on the disproportionate burden of chemical hazards for low-wage minority workers; assisted with review of OHIP applications; assisted with logistics for UCLA Triangle Shirtwaist Fire anniversary event; and contributed to grant proposals
- Johnny Ramirez (Education) worked with Janna Shaddock-Hernandez developing curriculum for the Miguel Contreras Center Learning Complex
- Hugo Sarmiento (Urban Planning and Latin American Studies) worked on projects for the California Construction Academy.



VISITING SCHOLARS & RESEARCH AFFILIATES

Visiting Scholars and Graduate Students

IRLE Visiting Scholars and Graduate Students are invited to spend a month to year in residence at UCLA, working on a research project and meeting with UCLA scholars and students. Visiting scholars enhance the intellectual progress of IRLE research projects, as well as contribute to the Working Paper series and colloquia. The 2010-2011 community of visiting scholars included:

Noemí Serrano Argüello

Professor of Labor Law and Social Security, University of Valladolid, Spain
Research Area: Antidiscrimination employment law in the United States

Jin Nam Choi

Associate Professor of Organizational Behavior and Human Resource Management, Seoul National University
Research Area: Creative performance, innovation implementation, and proactive processes involving individuals, groups and organizations

Suresh Naidu

Assistant Professor of Economics and Public Affairs, Columbia University
Research Area: Intersection of political economy and labor markets

Teresa Vázquez

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

Xueying Zhang

Professor, College of Economics and Management, Tianjin University of Technology and Education, Tianjin, People's Republic of China
Research Area: Labor economics - human capital in China

Visiting Graduate Students:

Erik Bengtsson

PhD Candidate, Economic History, University of Gothenburg, Sweden
Research Area: Labor economics – functional income distribution, Swedish labor movement

Barry Eidlin

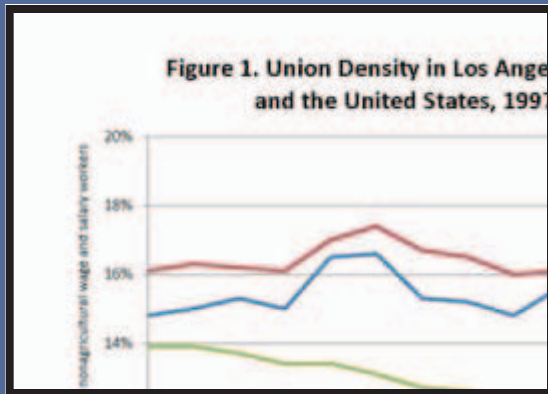
PhD Candidate, Sociology, University of California Berkeley
Research Area: Comparison of Canadian and US labor unions

Research Affiliates

IRLE Research Affiliates are a community of interdisciplinary scholars working on issues of labor and employment. While their research is independent from that of IRLE, they frequently contribute to IRLE's Working Paper series, colloquia and conferences. Many of the current 40 Research Affiliates are UCLA faculty, although scholars from national and international universities (China, Brazil, France) are represented.



IRLE PUBLICATIONS



STATE OF THE UNIONS

Each Labor Day, IRLE publishes the State of the Unions, a report on union membership at local, California and national levels. The 2010 report indicated that union membership rate was falling at a faster rate in California than anywhere else in the country and particularly affected jobs in the private sector.

The 2010 brief was researched and written by IRLE Research Director Lauren Appelbaum and economics graduate student, Ben Zipperer from the University of Massachusetts, Amherst. The report drew media attention from the *Los Angeles Times*, the *San Francisco Chronicle*, *La Opinión* and Southern California Public Radio.

Research Briefs

Inaugurated in May 2009, IRLE Research Briefs focus on labor and employment issues in California and are coordinated by Research Director, Lauren Appelbaum. The following Research Briefs were released in 2010-2011:

#6: *Why a Domestic Workers Bill of Rights?* - Lauren Appelbaum, Institute for Research on Labor and Employment

#7 *Los Angeles Black Worker Center: A New Sense of Power of the People: Fighting for Equity, Transparency, Accountability and Justice in the 21st Century Labor Market* - Lauren Appelbaum, Institute for Research on Labor and Employment and Lola Smallwood Cuevas, UCLA Labor Center

#8 *OSHA at 40: Looking Back, Looking Ahead* - Kevin Riley, Labor Occupational Safety and Health Program (LOSH) and Lauren Appelbaum, Institute for Research on Labor and Employment

#9 *Tripartite Consultation in China* – Jian Qiao, Chinese Institute of Industrial Relations and Lauren Appelbaum, Institute for Research on Labor and Employment (This Research & Policy Brief is an adaptation of a longer manuscript by Jian Qiao.)

#10 *Reaching the Dream – The Federal DREAM Act, the California Dream Act and Undocumented Student Activism*, Caitlin Patler, University of California Los Angeles and Lauren Appelbaum, Institute for Research on Labor and Employment



IRLE PUBLICATIONS

Working Papers

As part of IRLE's Working Paper series, IRLE faculty and affiliated researchers produced 16 papers in 2010-2011. The IRLE Working Paper series includes 39 total publications, published between 2006 and 2010, which are available online at <http://escholarship.org/uc/uclairle>.

The 2010-2011 Working Papers include:

Social Networks and Labor Market Entry Barriers: Understanding Inter-industrial Wage Differentials in Urban China - Zhao Chen, China Center for Economic Studies and Center for Industry Development, Fudan University; Ming Lu, School of Economics, Fudan University and Zhejiang University; and

Sato, Graduate School of Economics, Hitotsubashi University

Moving towards Decent Work. Labour in the Lula Government: Reflections on Recent Brazilian Experience - Paulo Eduardo de Andrade Baltar, Anselmo Luis dos Santos, Jose Dari Krein, Eugenia Leone, Marcelo Weishaupt Proni, Amilton Moretto, Alexandre Gori Maia and Carlos Salas, Center for Labour Economics and Trade Unionism, Institute of Economics of the State University of Campinas

Unbalanced Economic Growth and Uneven National Income Distribution: Evidence from China – Minghai Zhou, College of Economics Zhejiang University; Xiao Wen, College of Economics Zhejiang University; and Xianguo Yao, College of Public Administration, Zhejiang University

Radicalism in the Ethnic Market - The Jewish Bakers Union of Los Angeles in the 1920s - Caroline Luce, University of California Los Angeles

Does "Sheep" bring the Bad Luck? The Impacts of Education Resources on Education Attainment and Earnings in China - Fenglian Du, School of Economics and Management, Inner Mongolia University

The Dynamics of Social Movement Unionism: Local Union Involvement in Immigrants' Rights Movements in Los Angeles - Cassandra Engeman, University of California Santa Barbara

An Opportunity Not Taken...Yet: U.S. Labor and the Current Economic Crisis - Chris Tilly, Institute for Research on Labor and Employment (Published in: Working USA: The Journal of Labor and Society, Vol 14 (1). March 2011)

On the Persistence of Labor Market Insecurity and Slow Growth in the US: Reckoning with the Waltonist Growth Regime - Matt Vidal King's College London



Working Papers, continued

Labour Migration in European Union: About a new European Union Policy: Common Immigration Policy
- Noemi Serrano Arguello, Universidad de Valladolid

The Dynamics of Moonlighting in Pakistan - Asma Hyder & Ather Maqsood Ahmed, National University of Sciences and Technology, Business School Pakistan

Government by (Hot) Checks and (Im) Balances: California's State Budget from the May 2009 Voter Rejection to the October 2010 Budget Deal - Daniel JB Mitchell, UCLA Anderson School (Published in California Policy Options 2011, by the UCLA Ralph and Goldy Lewis Center for Regional Policy Studies)

False Dawn? Los Angeles Labor's Recent Growth and Future Prospects - John Laslett, University of California Los Angeles

The Effects of Human Resource Development on Operational and Financial Performance of Manufacturing Companies: A Large-Scale, Longitudinal Analysis - Sun Young Sung and Jin Nam Choi, College of Business Administration, Seoul National University

Compensation for Compulsory Land Acquisition in China: to Rebuild Expropriated Farmers' Long-Term Livelihoods - Xueying Zhang, School of Economics and Management, Tianjin University of Technology and Education; Haiyuan Lu, Department of Rural Social Insurance, Ministry of Human Resources and Social Security of the People's Republic of China

Gender Paths and the Early Occupational Careers of Second Generation Mexicans in the South - Ruben Hernandez-Leon and Sarah Morando, University of California Los Angeles

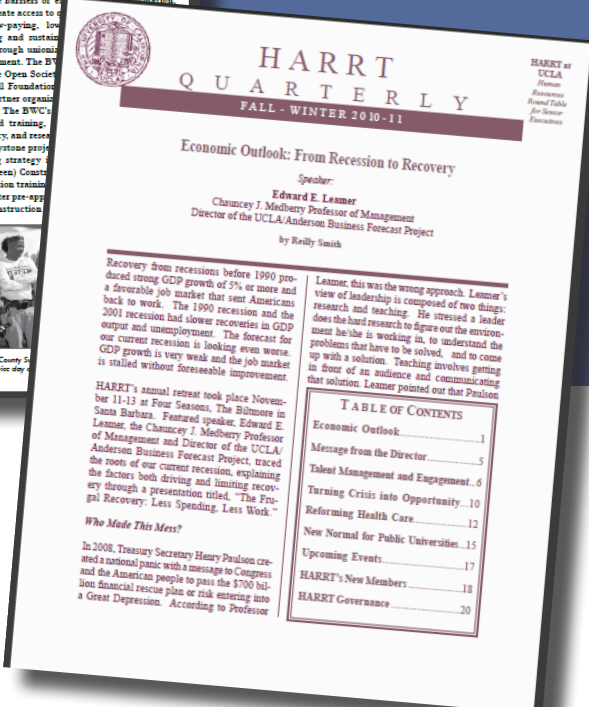
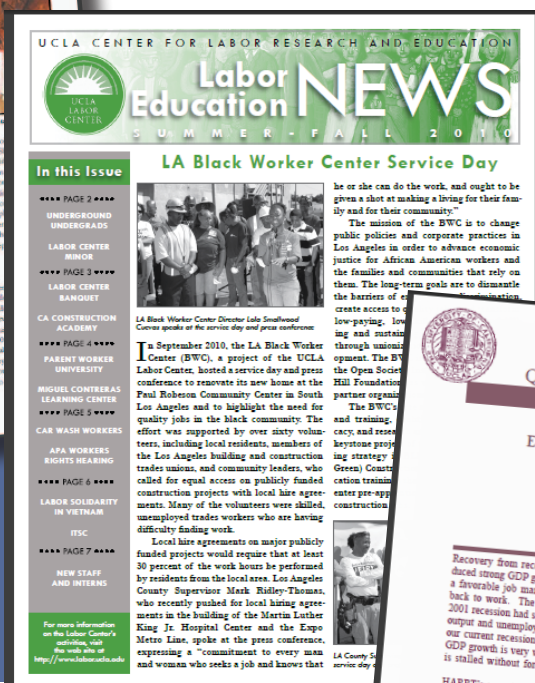
Paths to Mobility: The Mexican Second Generation at Work in a New Destination - Sarah Morando, University of California Los Angeles



IRLE PUBLICATIONS

Newsletters

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





Staff Publications

Books and Edited Journals

Leonor Cedillo Becerril, Linda Delp, and María de los Angeles Garduño Andrade, Eds., *New Solutions: A Journal of Environmental Health and Safety, Special Issue on Women, Work and Health* 20(4) (2010).

Janna Shadduck-Hernandez and Kent Wong, Eds., *Undocumented and Unafraid: The National Immigrant Student Youth Movement* (Los Angeles: UC Printing, forthcoming September 2011).

Ruth Milkman, Joshua Bloom and Victor Narro, Eds., *Working for justice: The LA model of organizing and advocacy* (New York: Cornell University Press, 2010).

Chris Tilly and Michael Hanagan, Eds., *Contention and Trust in Cities and States* (Amsterdam: Springer, 2011).

Chris Tilly and Kent Wong, Eds., *Special Section on the "New Triangular Trade"* *New Labor Forum* 19(3) (2010).

Daniel J.B. Mitchell Ed., *California Policy Options 2011*. (Los Angeles: UCLA, 2011)

Articles, white papers, reports & chapters

Lauren Appelbaum, IRLE Research Director:

Lauren Appelbaum, "Job Issues for California," In D. J. B. Mitchell Ed., *California Policy Options 2011*. (Los Angeles: UCLA, 2011).

Lauren Appelbaum and Chris Tilly, "Job sharing lessens pain of unemployment on workers, state," *UCLA Today*, April 4, 2011.

Lauren Appelbaum and Chris Tilly, "Save jobs by sharing work," *Los Angeles Daily News*, April 1, 2011.

Lauren Appelbaum and Chris Tilly, "Unemployment's psychological scars," *UCLA Today*, March 22, 2011.



Staff Publications - articles, white papers, reports & chapters, continued:

Linda Delp, LOSH Director:

Linda Delp, “Women’s Hidden Work,” *New Solutions* 20(4), (2010): 415-419.

Linda Delp and Carles Muntaner, “The Political and Economic Context of Home Care Work in California,” *New Solutions* 20(4) (2010): 441-464.

David Lewin, HARRT Co-Chair:

David Lewin, Thomas Kochan, Joel Cutcheri-Gershenfeld, Teresa Ghilarducci, Harry Katz, Jeff Keefe, Daniel JB Mitchell, Craig Olson, Saul Rubinstein and Christian Weller, *Getting It Right: Empirical Evidence and Policy Implications from Research on Public-Sector Unionism and Collective Bargaining* (2011). [White Paper]

Daniel JB Mitchell, HARRT Co-Chair:

Daniel JB Mitchell, “Macro Policy: Lessons from the Past and from Below,” Paper prepared for the Andrew Brimmer Policy Forum, International Banking, Economics, and Finance Association (IBEFA), ASSA meetings, Denver, Colorado, January 8, 2011.

Daniel JB Mitchell, “Gov. Jerry Brown’s State Budget would cut \$500 million from the UC System. What are the potential effects on the quality of the UC and the education it offers?”, *Daily Bruin*, January 18, 2011.

Gaspar Rivera-Salgado, Labor Center Project Director:

Luis Escala Rabadán, Gaspar Rivera-Salgado and Rigoberto Rodríguez, “Is More Necessarily Better? Leadership and Organizational Development of Migrant Hometown Associations in Los Angeles, California” *Revista Migraciones Internacionales*, 6(20) (2011).

Gaspar Rivera-Salgado, “La Ciudad y el Condado de Los Ángeles y sus Políticas Públicas de Incorporación para Migrantes Mexicanos,” in *Integrando la Ciudad: Factores Socio-Demográficos y Políticas Urbanas en la Integración de Migrantes Mexicanos* (Tijuana: Colegio de la Frontera Norte, 2010).



Chris Tilly, IRLE Director :

Chris Tilly, Philippe Askenazy, Jean-Baptiste Berry, Françoise Carré, and Sophie Prunier-Poulmaire, “Working in large retailers: A US-France comparison,” *Work, Employment and Society* (Forthcoming, 2011).

Chris Tilly, “Defending the Equalizers: Why unions matter.” *Progressive Planning*, Spring 2011.
Chris Tilly, “An opportunity not taken...yet: US labor and the current economic crisis.” *WorkingUSA* 14 (2011): 73-85,

Chris Tilly and Kent Wong, “Work and Inequality in the Global Economy: China, Mexico, and the United States.” *New Labor Forum* 19 (3), (2010): 48-74,.

Chris Tilly and Graciela Bensusán, “Confronting Globalization: Lessons from Puebla.” *New Labor Forum* 19 (3) (2010): 48-74.

Chris Tilly and Françoise Carre, “Endnote: Retail work – Perceptions and reality,” in Ödül Bozkurt and Irena Grugulis, eds., *Retail Work*. London: Palgrave, 2011.

Chris Tilly, Françoise Carré, Maarten van Klaveren, and Dorothea Voss-Dahm. “

Retail jobs in comparative perspective,” in Jérôme Gautié and John Schmitt, eds., *Low-Wage Work in the Wealthy World*. (New York: Russell Sage Foundation, 2010): 211-268.

Chris Tilly. Review of A Future of Good Jobs? America’s Challenge in the Global Economy, edited by Timothy J. Bartik and Susan N. Houseman. *British Journal of Industrial Relations*, December 2010.

Chris Tilly and José Luis Álvarez Galván, “Wal-Mart and local markets: A review of the Mexican and Chilean experiences.” Report to the Economic Development Department, Republic of South Africa, April 2011.

Chris Tilly, “Why austerity must not mean the end of active labour market policies.” in Policy Network (London, UK), *Memos to the Left*, 2011: 97-100.

Chris Tilly, Carol Zabin and Chris Benner. “The National Center for a Clean Energy Workforce: A scoping study” Sacramento, CA: California Energy Commission, 2010.



ACADEMIC EVENTS

Colloquia and Conferences

IRLE has an active event schedule. An established colloquium series features speakers from a variety of disciplines and institutions. The units also organizes or co-sponsors several academic conferences per year and presents the well-attended Annual Ben Aaron Lecture with the Los Angeles County Bar Association. Events are often a collaborative effort between IRLE, other UCLA unit or community organizations. Nearly every event this year was co-sponsored by another UCLA unit or collaborating institution and the events are attended by a diverse blend of faculty from UCLA and elsewhere, graduate and undergraduate students, and activists from the Los Angeles area.

Summer/Fall: 2010:

August 12: Conference - “Vietnam Conference of Labor Scholars”

Hosted at Ton Duc Thang University, Ho Chi Minh City

Participating Universities: Vietnam Trade Union University, the University of Labor and Social Affairs and Ton Duc Thang University

Organized by the UCLA Labor Center with support of the US Department of State

October 6: Annual Ben Aaron Labor Law Lecture: “The Labor Department and Plan, Prevent, Protect: A New Approach to Regulatory Enforcement”

Presented by Seth Harris, United States Deputy Secretary of Labor

Co-sponsored by the Labor & Employment Law Section of the Los Angeles County Bar Association and Globalization and Labor Standards, UCLA School of Law

October 20: Colloquium - “The Informalization of the Economy: Subcontracting and Cash-In Hand Work in the U.S. Service and Construction Sectors”

Presented by: David Karjanen, University of Minnesota

Co-Sponsored by the UCLA Center for the Study of Urban Poverty and the UCLA Department of Sociology



October 25: Colloquium - “China’s Strike Wave and the Prospects for Labor Relations Reform”

Presented by Liu Cheng, Shanghai Normal University

Co- sponsored by the UCLA Center for Chinese Studies, UCLA International Development Studies Program and the Anderson School Center for International Business Education and Research (CIBER)



ACADEMIC EVENTS

November 8: Symposium – “Undocumented and Unafraid: Symposium on Undocumented Students and Higher Education”

Presented by the UCLA Labor Center

Funded, in part, by the Lumina Foundation



November 10: Colloquium - “What do Unions do in Healthcare? From the Healthcare System to the Healthcare Workplace in the United States and United Kingdom”

Presented by Rebecca Givan, Cornell University

Co-sponsored by the Human Resources and Organizational Behavior Area of the Anderson School and the UCLA Center for Health Policy Research

November 17: Colloquium - “Antecedents and Emergent Forms of Organizational Innovation”

Presented by Jin Nam Choi, Seoul National University

Co-sponsored by the UCLA Center for Korean Studies, and the Human Resources and Organizational Behavior Area of the Anderson School

November 17: Panel & Film Screening – “Asian American Labor Organizing”

Panelists: Karla Zombro, SCOPE; York Chang, SEIU 1000, Jenny Yang SEIU 721 & APALA; Lucia Lin, APALA Student/Youth Caucus. Moderated by Kent Wong

Presented by the UCLA Labor Center, Asian American Studies Center, Asian Pacific American Labor Alliance (APALA) and UCLA Undergraduate Students Association Council

December 1: Colloquium - “Obama and Labor”

Presented by Taylor Dark, California State University, Los Angeles

Co-sponsored by the UCLA Department of Political Science

December 11: Conference – “Graduates Reaching a Dream Deferred”

Presented by the UCLA Labor Center

Images:

pg 29: Liu Cheng presents at IRLE Colloquium on October 25, 2010

This page: Labor Center Director Kent Wong speaks at the “Undocumented and Unafraid” symposium on November 8



ACADEMIC EVENTS

Winter 2011:

January 19: Colloquium - "Work-Family Conflict: A Parent's Problem"

Presented by: Tamar Kremer-Sadlik, UCLA Center on Everyday Lives of Families

Co-sponsored by the UCLA Center on Everyday Lives of Families, the UCLA Center for the Study of Women and the UCLA Department of Anthropology



January 28: Film Screening - "Harvest of Loneliness: The Bracero Program"

Presented by: Gilbert Gonzalez, University of California, Irvine and Vivian Price, California State

University, Dominguez Hills

Co-sponsored by the UCLA Migration Study Group

February 7: Colloquium - "Toward a Tripartite Labor Relations System with Chinese Characteristics"

Presented by: Jian Qiao, Chinese Institute of Industrial Relations

Co-sponsored by the UCLA Center for Chinese Studies, UCLA International Development Studies Program and the Anderson School Center for International Business Education and Research (CIBER)

February 23: Colloquium - "The South Korean Labor Movement: Recent Struggles and the Challenges of "Marginal" Workers"

Presented by: Sim Sangjeung, New Progressive Party of Korea

Co-sponsored by the Center for Korean Studies and the Department of Political Science

March 8-9: Conference - "Vietnamese Conference of Labor Scholars"

Hosted at Vietnam Trade Union University, Hanoi

Participating Universities: Vietnam Trade Union University, the University of Labor and Social Affairs and Ton Duc Thang University

Organized by the UCLA Labor Center with support of the US Department of State

Image: Still from "Harvest of Loneliness: The Bracero Program" depicting a migrant worker boarding a train



ACADEMIC EVENTS

March 16: Law School Forum - "The Prospects for Domestic Regulation of Labor Standards in a Globalized Labor Market"

Presented by: David Weil, Boston University

Presented by the UCLA School of Law Globalization and Labor Standards Program and the UCLA School of Law Epstein Public Interest Law Program. Co-sponsored by IRLE.

March 16: Law School Panel - "Defending the American Dream: Government Enforcement of Workplace Rights in an Age of Income Inequality"

Presented by: Andrew Elmore, New York State Office of the Attorney General; Julia

Figueira-McDonough, Office of the Los Angeles City Attorney; David Weil, Boston University

Presented by the UCLA School of Law Public Interest Program. Co-sponsored by IRLE.

Spring 2011

April 1-2: Conference - "Reconnecting to Work: Consequences of Long-Term Unemployment and Prospects for Job Creation" (See box on page 33)

Co-sponsors: University of California, Irvine, Department of Sociology; University of California, Los Angeles School of Public Affairs; University of California, Los Angeles College of Letters and Science, Division of Social Science; University of California, Los Angeles, Department of Economics; University of California, Santa Barbara, Center for the Study of Work, Labor, & Democracy; University of California, San Diego, Department of Sociology; and University of Southern California Program for Environmental and Regional Equity.

April 13: Colloquium - "Lula's Hegemony and Brazilian Labor Relations: The Case of Call Centers and their Unions"

Presented by: Ruy Braga, University of São Paulo

Co-sponsored by the Department of Sociology and the UCLA Center for Brazilian Studies

April 20: Colloquium - "Seeking Spatial Justice: Labor-Community Coalition Building in Los Angeles, 1965-2010"

Presented by: Edward Soja, UCLA Department of Urban Planning and Madeline Janis, Los Angeles Alliance for a New Economy (LAANE)

Co-sponsored by the UCLA Lewis Center for Regional Policy Studies, UCLA Department of Urban Planning and the UCLA Department of Geography



ACADEMIC EVENTS

April 21: Law School Panel - "Public Sector Workers - Over Fed or Fed Up?"

Speakers: Dan Mitchell, UCLA Anderson; Goetz Wolff, UCLA Public Policy; Nelson Lichtenstein, UC Santa Barbara Department of History; David Lewin, UCLA Anderson; and Kathy Stone, UCLA School of Law

Presented by the UCLA School of Law Project on Work and Employment Regulation Forum and co-sponsored by the UCLA School of Law Epstein Public Interest Law Program and the UCLA Institute for Research on Labor and Employment

April 27: Colloquium - "A New Industrial Democracy? Recent Trends and Changes in the French Labor Movement"

Presented by: Karel Yon, Lille Center for Politics and Administration

Co-sponsored by the UCLA Center for French and Francophone Studies, Department of Political Science, the UCLA Center for European and Eurasian Studies and the UCLA Sociology Working Group on Labor and Social Movements

April 28: Panel - "Worker Health & Public Policy: Still a Burning Issue?"

Speakers: Linda Delp, UCLA LOSH; E. Richard Brown, UCLA Center for Health Policy Research; and Ellen Widess, Cal/OSHA. Panelists: CHIRLA/Domestic Workers Alliance California Bill of Rights, CLEAN Carwash Campaign, Don't Waste LA Campaign

Presented by UCLA LOSH and co-sponsored by the UCLA Institute for Research on Labor and Employment, the UCLA Center for Occupational and Environmental Health, the UCLA Center for Health Policy Research and the UCLA School of Public Health. Endorsed by the UCLA History Department



RECONNECTING TO WORK: CONSEQUENCES OF LONG-TERM UNEMPLOYMENT AND PROSPECTS FOR JOB CREATION

In April 2011, IRLE hosted a day and a half conference looking at both the economic impacts of the 2008 recession and long-term unemployment resulting from the recession and at the psychological and social consequences of long-term unemployment and the policies that are needed to address it. Thirty-two speakers from across the U.S., Canada, and Europe (28 U.S., 2 Canada, 2 Western Europe) presented at the conference. Richard Freeman from Harvard University/ London School of Economics/National Bureau of Economic Research was the keynote speaker.

The Upjohn Institute for Employment Research has agreed to publish a book based on the proceedings of the conference. The book is being edited by IRLE Research Director, Lauren Appelbaum and is expected to be published in the fall of 2011.



ACADEMIC EVENTS

May 11: Book Talk: "Reds, Whites, and Blues: Social Movements, Folk Music and Race in the United States"

Presented by: William G. Roy, UCLA Department of Sociology

Presented with the UCLA Sociology Department

May 18: Colloquium - "The Immigrant Rights Protests of 2006: Explanatory Quandaries and Future Prospects"

Presented by: Kim Voss, University of California, Berkeley

Discussant: Gaspar Rivera-Salgado, UCLA Labor Center

Co-sponsored by the UCLA Department of Sociology

May 25: Colloquium - "Building 'Welfare Power' in 1960s Los Angeles: The Strategic Alliance between the Chicana Welfare Rights Organization and the Social Workers Local 535"

Presented by: Alejandra Marchevsky, Cal State Los Angeles

Co-sponsored by the UCLA César E. Chávez Department of Chicana and Chicano Studies and the Department of Social Welfare at the UCLA School of Public Affairs

May 27- 28: Graduate Student Conference - "Labor in the Global South: A Search for Solutions "

Co-sponsored by the Anderson School Center for International Business Education and Research (CIBER)

June 1: Colloquium - "Which Way Forward for Swedish Unions? A Power Resources Perspective"

Presented by: Erik Bengtsson, University of Gothenburg

Co-sponsored by the UCLA Sociology Working Group on Labor and Social Movements and the UCLA Center for European and Eurasian Studies



Images:

Pg. 33: Richard Freeman gives keynote talk at IRLE conference Reconnecting to Work on April 2, 2011.

This page: Professor Rachel Parrenas (USC), student activist Debby Chan (SACOM) and IRLE Director Chris Tilly participate in the graduate student conference "Labor in the Global South" on May 27, 2011.



RESEARCH DIALOGUES

IRLE researchers are frequent contributors to the scholarly community and are often called to present their work in a range of forums outside UCLA. In the 2010-2011 year, these events included: Talks and lectures given at Asian Pacific American Labor Alliance Organizing Institute, California State Assembly Labor Committee, California State University Fullerton, Chinese Institute for Industrial Relations, Cornell University, College of Art and Design, UC Santa Cruz, Occidental College, Otis College of Art and Design, Portland State University, Service Employees International Union - United Long Term Care Workers, UCLA Center for the Study of Women, UC Santa Barbara Center for the Study of Work, Labor and Democracy, University of Birmingham (England) and University of Southern California.

Conference papers and presentations were given at the AFSCME State Conference, American Federation of Government Employees Leadership Conference, American Public Health Association Conference, American Sociological Association Conference, Community University Expo 2011 (Ontario, Canada), Ford Foundation Workforce Development Convening, Global Labour University 2010 Conference (Berlin), Good Jobs, Green Jobs National Conference, Green Urban Manufacturing Initiative Roundtable, Indigenous Migrant Farm workers in California Conference, International Center for Development and Decent Work Annual Thematic Conference (Campinas, Brazil) International Migration Conference (Madrid); Labor and Employment Relations Association Annual Meeting, National Forum on the Construction of a National Mexican Migratory Policy (Mexico City), Occupational Health Disparities Conference, OSHA Trainers Exchange, Pat Brown California Policy Issues Conference, Society for Applied Anthropology Annual Conference, W.E. Upjohn Institute for Employment Research Conference on “Labor Markets in Recession and Recovery” and the Work, Employment and Society Conference (Brighton, England).

In addition, IRLE staff have been elected to serve and are affiliated with various professional organizations, including the International Society for Political Psychology, the American Economic Association, the American Planning Association and the American Sociological Association.



Image: Labor Center project director Victor Narro and a delegation of labor scholars in Vietnam



LABOR & WORKPLACE STUDIES MINOR



The Labor and Workplace Studies (LWS) minor offers UCLA undergraduates the opportunity to learn about the labor movement and the social, political, and economic forces that influence it. Courses in the minor explore issues of labor market, public policy, employment relations, unions, and working-class movements. Curriculum also investigates themes of race, class, and gender in the workplace. This interdisciplinary approach offers students an in-depth understanding of a broad array of issues related to labor and

the workplace. The minor helps prepare students for a variety of careers, including labor relations, human resource management, law, domestic and international government work, union organizing, and economic forecasting.

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

101 students were enrolled in the Labor and Work Place Studies Minor in 2010-2011, of whom 37 graduated. Student majors are concentrated in Political Science, Sociology and Chicano/studies, but also represent Women's Studies, History, biological sciences and other disciplines. Scholars and staff affiliated with the UCLA Labor Center make up the majority of Minor faculty and teach a wide variety of courses. The chart following this section illustrates the diversity of courses, faculty and students that make up the LWS Minor.

Image: Graduates of the 2009 Labor and Workplace Studies Class at the 2009 Labor Center Banquet.



LABOR & WORKPLACE STUDIES MINOR

Service Learning

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

NONVIOLENCE AND SOCIAL JUSTICE IN LOS ANGELES



This undergraduate course, part of the Labor & Workplace studies Minor curriculum in Spring 2011, examined the history of nonviolence and its impact on social movements. Special attention was paid to the use of nonviolence in labor and community organizing in Los Angeles.

The course instructor, Rev. James Lawson Jr., is a nationally known leader of the Civil Rights Movement. He was instrumental in introducing the philosophy of nonviolence to the movement and was a close associate of Dr. Martin Luther King Jr. He served as the director of Non-violent Education for the Southern Christian Leadership Conference and was a leader of the Nashville sit-in campaign and the Memphis sanitation workers' strike. Rev. Lawson continues to play an important role in the struggle for social and economic justice today.



LABOR & WORKPLACE STUDIES MINOR

2010-2011 LBR&WS Minor: Enrollment Breakdown by Major		Number of Students
Anthropology		5
Asian American Studies		2
Biology		1
Chicana and Chicano Studies		14
Communication Studies		1
Economics		9
Environmental Science		1
History		8
International Development Studies		8
Latin American Studies		1
Mathematics		2
Neuroscience		1
Philosophy		1
Political Science		22
Psychobiology		1
Psychology		5
Sociology		10
Spanish		3
Statistics		2
Undeclared-Social Science		1
Women's Studies		3
Total:		101
LBR&WS Minor: Enrollment Breakdown by Gender		Number of Students
Female		76
Male		25



COURSES TAUGHT BY IRLE FACULTY & STAFF

Summer 2010

Janna Shadduck-Hernandez
Independent Studies (Labor and Workplace Studies)
Gaspar Rivera-Salgado
Independent Studies (Labor and Workplace Studies)

Fall 2010

Janna Shadduck-Hernandez
Social Movements and Labor in Los Angeles (Labor and Workplace Studies)
(co-taught with Gaspar Rivera-Salgado)
Gaspar Rivera-Salgado
Social Movements and Labor in Los Angeles (Labor and Workplace Studies)
(co-taught with Janna Shadduck-Hernandez)
Victor Narro
Immigrant Students and Higher Education (Labor & Workplace Studies)
Chris Tilly
Community Economic Development (Urban Planning/Graduate Level)
Kent Wong
Asian Americans and the Law (Asian American Studies)

Winter 2011

Janna Shadduck-Hernandez
Research and Documentation: Immigrant Rights and Higher Education (Labor and Workplace
Studies/Chicano Studies)
Gaspar Rivera-Salgado
Fiat Lux – “The Immigration Debate Through Film”
Victor Narro
The Worker Center Movement – Next Wave Organizing for Justice for Immigrant Workers (Labor
and Workplace Studies)



COURSES TAUGHT BY IRLE FACULTY & STAFF

Spring 2011

Janna Shadduck-Hernandez

Art Practice for Social and Community Change (World Arts and Culture)
Independent Studies
Independent Studies (International Development)

Gaspar Rivera-Salgado

Applied Research Methods in the Latino Community (Chicano Studies)

Kent Wong

Nonviolence and Social Movements (Labor and Workplace Studies Minor/Chicano Studies/African American Studies) (Co-taught with Reverend James Lawson – please see box on page X for more info)

Linda Delp

Improving Worker Health: Social Movements, Policy Debates, and Public Health (School of Public Health Community Health Sciences/Urban Planning/Environmental Health Sciences/Labor & Workplace Studies/Graduate Level)

Chris Tilly

Global Labor Markets and Public Policy (Urban Planning/Graduate Level)



Image: Labor Center project director Janna Shadduck-Hernandez presenting to students in the 2011 Student Leadership Academy



COMMUNITY SCHOLARS



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

program receive a certificate of completion from the UCLA Urban Planning Department.

A new theme is selected each academic year and the 2010-11 Community Scholars course built on previous themes of the "green industry" with Green City Games. Green City Games presented a unique opportunity for graduate students and community leaders to imagine and create games "to educate and animate people towards a vision of a city that is more green, more fair and more fun". Over the course of the winter and spring quarters, students planned and prototyped their own designs for games, soliciting input from popular education and artist perspectives.



Images: Community Scholar Brochure (left) and students participating in the 2010 Community Scholars Program (above).



INTERNSHIP PROGRAMS

The importance of community work and hands-on experience is reflected in the internship opportunities available to students through IRLE's units. All of the internships take advantage of the diverse cultures and rich labor movement available in Los Angeles by placing students with active social justice campaigns. Many graduates from our internship programs have gone on to hold successful careers in labor and community organizations.

Labor Summer Internship Program

The Labor Summer Internship Program is directed by the UCLA Labor Center and offers a dual learning experience for students over the summer. Students enroll in a classroom-based summer session course taught by UCLA Labor Center staff. Through this course, they are placed in a 15 hour per week, unpaid internship at a community organization or labor union. LSIP gives students the opportunity to work in a supervised setting in a community agency or labor union and experience direct engagement in social justice issues.

19 students participated in 2010 Summer Internship Program and were placed with in 16 different internship sites around Los Angeles. Host organizations included the UCLA Black Workers Center, CLEAN Carwash Campaign, AFL-CIO, CLUE and the NDLOM.



Student Leadership Academy

The Student Leadership Academy is administered at the UCLA Labor Center and is a full-time, paid internship program that focuses on leadership development, training and preparing students for a career in the social justice program. The program is open to undergraduate students and recent graduates from all over the United States, who are selected via an application process for their activist experience and commitment to social justice. During the 8-week program, students work full-time on active labor union campaigns around Southern California.

Image: Student Leadership Academy graduates Carla de Paz and Ernesto Rocha pose with their internship supervisors from SEIU - United Long Term Care Workers



INTERNSHIP PROGRAMS

The Student Leadership Academy includes an intensive, two-day training and orientation conducted by UCLA Labor Center staff and community leaders. Students learn and Practice basic organizing techniques, discuss the challenges of working in the labor movement and build a support network of young activists.

- The 2010 Student Leadership Academy placed 16 students in six organizations, including AFSCME, SEIU-ULTCW and UFCW.
- The 2011 Student Leadership Academy placed 34 students in 6 unions, including AFSCME-UNAC, Warehouse Workers United, SEIU-ULTCW, UFCW and the California Construction Academy.

Dream Summer

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

Dream Summer is a ten-week, national internship program for DREAM Act student activists and leaders in the movement for the DREAM Act, which would provide a path to citizenship for undocumented students and youth. Students who are accepted in to the program receive a scholarship to advance their educational goals and are placed with social justice, labor and community organizations in Los Angeles, San Francisco, Phoenix, New York, Washington DC and Miami.



Image: Students participate in a learning game during the 2011 Student Leadership Academy training and orientation on May 15, 2011



INTERNSHIP PROGRAMS

Dream Summer, continued:

In 2011, Dream Summer's inaugural year, over 100 students were accepted in to the program. The internship began with a 3-day retreat in Los Angeles at the Downtown Labor Center and including training sessions on fundraising, immigration law, organizing tactics and media work.

Occupational Health Internship Program

For the past seven years, LOSH has collaborated with the Association of Occupational and Environmental Clinics to recruit students into the field of occupational health through a national initiative, the Occupational Health Internship Program (OHIP). The purpose of OHIP is to provide an experiential learning process: students learn about the field of occupational health and safety from the perspective of workers. OHIP assigns students with unions, worker centers, and community-based organizations and the skills and interests of the interns are linked with the needs of workers' health and safety concerns.

In the 2011 OHIP program, LOSH is sponsoring eight undergraduate and graduate student interns. The students are working in pairs on four research projects in collaboration with labor and community organizations: Hosting institutions include Los Angeles Alliance for a New Economy, Black Women for Wellness, Warehouse Workers United and United Food and Commercial Workers.

Four interns who have graduated from OHIP have moved on to work full time at LOSH while many others have continued in the field by pursuing graduate degrees.



Image: The 2011 OHIP interns with LOSH Staff



CIVIC ENGAGEMENT





COMMUNITY PROGRAMS & RESEARCH

IRLE's commitment to labor and employment research and education necessitates close connections to worker and labor communities in Los Angeles and beyond. IRLE's frequent collaborations with community organizations, employers, unions and student groups yield energetic and diverse events and opportunities for applied research.

The UCLA Labor Center is a particularly strong influence in these relationships. Located in downtown Los Angeles, in the heart of LA's labor movement and a working class neighborhood, the Downtown Labor Center serves as a gathering and meeting place for new and growing community partnerships.

Parent Worker University

Janna Shadduck-Hernandez at the Labor Center heads a multi-faceted research project to examine the impact of labor education, higher education, workforce development and leadership training on parent workers (including immigrant workers) and their children. In the Parent Worker/Student University program, a collaboration with SEIU Local 1877's Building Skills Partnership and UCLA Institute for Democracy, Education and Access (IDEA), Shadduck-Hernandez has developed a curriculum with participatory workshops for working-class and union-member parents to learn the necessary tools to better understand the public education system, civic engagement opportunities and the pathways to high quality jobs and higher education. This year's activities on the Parent-Worker Project include:

- Story telling workshops, conducted by students, to share their educational journey and admission to UCLA with other students and parents
- Student-developed peer-to-peer workshops on the labor and immigration for high school students and parents
- Two distinct research projects and final poster session that focus on a.) peer learning models with university students of color and high school inner city high school students and b.) culturally relevant pedagogy with low-income students of color
- LAUSD student tours integrating student of color experiences and cultural programming
- A LAUSD high school conference (250 students from 4 LAUSD campuses) at UCLA with a final curriculum for future youth engagement with the district and UCLA around sexual health.

The program is currently being adopted by other SEIU local chapters and has garnered support from the United Way and the Ford Foundation.



COMMUNITY PROGRAMS & RESEARCH

Miguel Contreras: The Legacy of a Labor Leader- Student-Centered Curriculum Guide

A curriculum developed by UCLA undergraduate students under the supervision of Labor Center project director Janna Shadduck-Hernández. The curriculum accompanies the Miguel Contreras: The Legacy of a Labor Leader by Kent Wong and Mike Viola. As a compliment to this curriculum, Shadduck-Hernandez held parent workshops, and facilitated parent, teacher, and student involvement in a community mural project (with celebrated muralist Judy Baca) at the Miguel Contreras Learning Complex.



Una Mirada Positiva

A multi-media exhibition, co-curated by Labor Center project director Janna Shadduck-Hernandez, that includes film, art and photography related to low-wage workers in Mexico living with HIV/AIDS. Accompanying this project is a print publication produced by Mexico City health clinics, the Mexico Ministry of Health, and AIDS education organization, Letra S. These print materials were distributed within the Mexico City Metro system and in publications in October - December 2010. This project is part of the Through Positive Eyes project of the UCLA Art Global Health Center.

13 Love Stories

Labor Center project director Janna Shadduck-Hernandez co-curated a documentary film and multi-media project on the life stories of LGBTQ couples questioning and contesting the Proposition 8 legislation that banned same-sex marriage in California. The project was supported by the UCLA Art|Global Health Center, the UCLA LGBT Campus Resource Center, the UCLA Department of World Arts and Cultures, the UCLA School of Arts and Architecture and the UCLA Student Coalition for Marriage Equality. The project was featured in the November 2010 online edition of *Newsweek* magazine.

Los Angeles Black Worker Center (See box on page 48)

Images:

This page Labor Center project director Janna Shadduck-Hernandez at the Miguel Contreras Learning Complex

Page 48: Community members and staff of the Los Angeles Black Worker Center



COMMUNITY PROGRAMS & RESEARCH

California Construction Academy

The California Construction Academy is based at the UCLA Labor Center and is focused on improving the construction industry through the strengthening of best practices within the construction industry related to workforce development, apprenticeship programs, relevant policy initiatives such as project labor agreements and green building, and health and safety issues and strengthening labor-management cooperation and partnership and the construction trades relationship to the broader community. Current research at the California Construction Academy includes discussions of green jobs and energy efficiency and project labor agreements. The California Construction Academy holds workshops and educational meetings on these topics and is gearing up to publish a book on the green construction industry.

LOS ANGELES BLACK WORKER CENTER

The Los Angeles Black Worker Center (BWC) was opened in 2011, in partnership with labor and community organizations. The BWC mission is to change public policies and corporate practices in Los Angeles to advance economic justice for African American workers. The center offers leadership development and is committed to dismantling employment discrimination for African American workers, with the goal of creating access to quality jobs and careers. Programs at the BWC include Black Labor Construction Council, a space for black building and construction workers from all trades to network and develop strategies for equal access to work and leadership in the industry and BLING (Black Leaders in Green), which is aimed at building leadership and education around young black construction workers in the green economy and beyond. The BWC is closely tied to the community and offers services such as legal services and workshops, peer mentoring and employment services to its constituents.





COMMUNITY EVENTS

Fall 2010:

September 10: **Workshop – “What Every Union Needs to Know about the New Federal Health Law”**

Trainers: Ken Jacobs, UC Berkeley Labor Center and Sara Flocks, California Labor Federation

Sponsored by the UC Berkeley and UCLA Labor Centers and the California Labor Federation

September 25: **Los Angeles Black Worker Center Day of Service & Community Press Conference**

Speaker: Mark Ridley-Thomas, Los Angeles County Supervisor

Presented by the UCLA Labor Center, SCLC-Los Angeles, NAACP-Greater Los Angeles, Legal Aid Foundation of Los Angeles, APRI-Los Angeles, UAW-LETC WorkSource Center, SEIU-ULTCW, UNITE-HERE 11, AFT-1521a, AFSCME 3090, and the Black Labor Construction Council, UCLA CPO and the Paul Robeson Community Center

September 29: **HARRT Round Table: “Meeting Challenges of the New Normal: Health Care and Higher Education”**

Speakers: UCLA Chancellor Gene Block, Leslie Margolin, Anthem Blue Cross

Member Panel: Ken Kahrs, NBC Universal; Dr. Tanya Benenson, Diane Shapiro, Boeing Corporation

October 30: **Workshop – “Undocumented Immigrant Students and LAUSD High School Counselors”**

Presented by the UCLA Labor Center and UCLA IDEAS

October 30: **Workshop – “Community Education on November Elections”**

Presented by the Los Angeles Black Worker Center

November 11-13: **HARRT Annual Retreat: “Toward a New HR? Perspectives on a Changing Role”**

Speakers: Bob Johanson, Institute of the Future; Ed Leamer, UCLA Anderson School; Michael Haffenden and Graham Prentice, Corporate Research Forum; Douglas Klein, Sirota Survey Intelligence; Margaret Shih and Maia Young, UCLA Anderson School; Mike Dallas, Hewlett-Packard; Alan Buckelew, Princess Cruises, David Lewin, UCLA Anderson School

December 10: **Art Exhibition: “Dreams Deferred: Artists Respond to Immigration Reform”**

Exhibition at the Chinese American Museum and El Pueblo de Los Angeles Historical Monument

Sponsors: Chinese American Citizens Alliance / Grand Lodge, Community Redevelopment Agency of the City of Los Angeles, Friends of the Chinese American Museum Exhibition co-sponsors: Self Help Graphics, The UCLA Labor Center, Asian Pacific American Legal Center, Mid-City Arts Community partners: Coalition for Humane Immigrant Rights of Los Angeles, IDEAS at UCLA, JACL Pacific Southwest District, Southeast Asian Community Alliance, UCLA Asian American Studies Center



COMMUNITY EVENTS

Winter 2011:

January 13: Black Workers Rights Hearing

Sponsored by the UCLA Labor Center, Southern Christian Leadership Conference, Los Angeles, Legal Aid Foundation, Los Angeles, National Lawyers Guild, L.A. Chapter, Los Angeles Black Labor Construction Council, Black Alliance for Just Immigration; John M. Langston Bar Association, Black Women Lawyers of Los Angeles, American Federation of Teachers Local 1521A, AFSCME Local 3090/DC 36, and The Brotherhood Crusade.

January 22 : Los Angeles Black Worker Center Day of Service

Presented by the UCLA Labor Center, SCLC-Los Angeles, NAACP-Greater Los Angeles, Legal Aid Foundation of Los Angeles, APRI-Los Angeles, UAW-LETC WorkSource Center, SEIU-ULTCW, UNITE-HERE 11, AFT-1521a, AFSCME 3090, and the Black Labor Construction Council, UCLA CPO and the Paul Robeson Community Center

February 15: HARRT Round Table: “Human Capital Strategy: Integrating Business and Human Capital Priorities”

Speaker: Ian Ziskin, EXec EXcel Group



February 25: Student Summer Internship Programs Orientation for Organizations

Presented by the UCLA Labor Center

March 2: HARRT Round Table: “A Practical Approach for Employee Engagement”

Speaker: Chris Rice, BlessingWhite

March 26: Rally for Black Workers’ Rights

Presented by the Los Angeles Black Worker Center and the UCLA Labor Center

Spring 2011:

April 11: UCLA Non-Profit & Public Service Career Fair

Hosted by: UCLA School of Public Affairs, UCLA Labor Center, UCLA Community Programs Office, LANonProfitCareers.com, UCLA Office of the External Vice President, Undergraduate Student Association Council (USAC), USAC General Representative 1 and the UCLA Career Center

Image: Students participate in the 2011 Day of Service for the Los Angeles Black Worker Center



COMMUNITY EVENTS

April 9: Asian Pacific American Workers' Rights Hearing

Held at the Japanese American National Museum

Speakers: Congresswoman Judy Chu, Assembly members Mike Eng and Warren Furutani

Presented by the Asian Pacific American Labor Alliance Los Angeles Chapter, the UCLA Labor Center and the Japanese American National Museum.

April 18: Discussion: "Black Power at Work: Lunch-in with Trevor Griffey"

Speaker: Trevor Griffey, co-founder and project coordinator of the Seattle Civil Rights and Labor History Project

Presented by the Los Angeles Black Worker Center

April 28: Panel - "Worker Health & Public Policy: Still a Burning Issue?"

Speakers: Linda Delp, UCLA LOSH; E. Richard Brown, UCLA Center for Health Policy Research; and Ellen Widdess, Cal/OSHA

Panelists: CHIRLA/Domestic Workers Alliance California Bill of Rights, CLEAN Carwash Campaign, Don't Waste LA Campaign

Presented by UCLA LOSH and co-sponsored by the UCLA Institute for Research on Labor and Employment, the UCLA Center for Occupational and Environmental Health, the UCLA Center for Health Policy Research and the UCLA School of Public Health. Endorsed by the UCLA History Department

April 30: Workers' Memorial Day – "Safe Jobs Save Lives. Our Work's Not Done"

Presented by UCLA LOSH in collaboration with SoCalCOSH

(See box on page 52)

May 1: Labor & Workplace Studies Minor Field Trip – "Education on Current Immigration Reform"

May 5: Panel – Leaves that Pay: Low-Income Worker Experience with Paid Family Leave in California

Speakers: Ruth Milkman, City University of New York, Eileen Appelbaum, Center for Economic and Policy Research. Moderated by Victor Narro, UCLA Labor Center

Sponsored by the Labor Project for Working Families and the UCLA Labor Center

May 7: "Celebrating Sisters in the Struggle for Quality Jobs"

Speakers: Erin Aubrey Kaplan, freelance journalist and contributing editor to the LA Times Opinion page, on the planning committee of the Black Worker Center, Lori Condinus, Vice President of UNITE HERE Local 11, Assembly member Karen Bass



COMMUNITY EVENTS



WORKERS' MEMORIAL DAY

Each year on April 28, the Labor and Occupational Safety & Health Program observes Workers' Memorial Day to remember and honor workers who have been killed or seriously injured on the job, as well as to promote action and demand stronger enforcement of existing health & safety laws. The 2011 event was held in downtown Los Angeles at the UCLA Labor Center.

The day's events included a symbolic funeral procession for fallen workers, a litany of names and communities altar. The newly appointed director of CAL/OSHA, Ellen Widess, spoke at the event alongside a number of labor and community activists.

May 14 & 15: **Student Leadership Academy Training and Orientation**

Speakers from UFCW, Pride at Work, LAANE, UCLA Labor Center

Presented by UCLA Labor Center

May 19: **"UCLA Labor Center 2011 Banquet"**

Honoring: Mike Eng, Assembly Member California 49th District; Kamala Harris, Attorney General, State of California; Sid C. Stolper, Business Manager/Financial Secretary-Treasurer, Southern California Pip Trades District Council 16

May 25: **HARRT Round Table: "Persuasive Communications"**

Speaker: Noah Goldstein, UCLA Anderson School of Management

June 1: **Community Scholars Game Show**

Presented by the UCLA Labor Center and the UCLA Urban Planning Department

June 13-15: **National Occupational Health Internship Program Orientation**

Presented by UCLA LOSH

June 18: **Art Exhibition – "Intersecting Realities: Visions of Immigrant Narratives"**

Hosted at the UCLA Labor Center

Featuring art by Nancy Guarneros, Poncho1, Im:Arte and Julio Salgado

Image: CAL/OSHA Chief Ellen Widess and staff of the Workers' Memorial Day event.



IRLE IN THE MEDIA

IRLE's work is often recognized for its far-reaching effect on civic and research communities. This list highlights some of the media attention IRLE received for projects in 2010-2011:

Dream Act:

"Undocumented students talk about their struggles," *Daily Trojan*, February 28, 2011

" 'Live to die another day:' With Senate Dream Act vote tabled, students go back to the phones", *Southern California Public Radio*, December 9, 2010

Unions:

"Wal-Mart Workers Try the Nonunion Route", *New York Times*, June 14, 2011

"Labor thinks big-box with Target union effort", *Minneapolis Star-Tribune*, June 4, 2011

"Grocery talks continue, survival at stake", *The Orange County Register*, May 17, 2011

"Justice for Janitors campaigners record their stories", *Los Angeles Times*, May 8, 2011

"Labor Day news grim, but gloom may lift soon", *San Francisco Chronicle*, September 6,

"California's union jobs take a hit from recession", *Los Angeles Times*, September 6, 2010

Unemployment, Jobs and the Recession:

"Your Year (or More) of Living Joblessly", *Slate*, June 6, 2011

"The rise of the permanently temporary worker", *Fortune*, May 5, 2011

"Save jobs by sharing work", *Los Angeles Daily News*, April 1, 2011

"The Jobs of the Future", *Southern California Public Radio*, September 29, 2010

"Unemployment lasts longer for Asian Americans", *Los Angeles Times*, September 7, 2010

"Dan nuevo alivio a desempleados", *La Opinión*, August 12, 2010

Worker Health & Safety:

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

"Campaña para prevenir las muertes por calor", *La Opinión*, April 27, 2011

Workers, Wages and Policy:

"Poverty often a temporary state, U.S. census study finds", *Los Angeles Times*, March 28, 2011

"After Long Fight, Farmworkers in Florida Win an Increase in Pay", *New York Times*, January 18, 2011

"Entender más a los indígenas", *La Opinión*, October 13, 2010

"Asians Out of Work Longest Among US Minorities", *National Public Radio*, October 8, 2010

"New facility highlights Black Worker Center's mission. Program seeks to reverse unemployment and loss of traditional employers by helping African Americans get construction jobs", *Los Angeles Times*, September 26, 2010.



IRLE STAFF IN THE COMMUNITY

Linda Delp, LOSH Director, serves on the Advisory Board of WORKSAFE, a statewide policy advocacy organization, and on the Advisory Committees of Cal/OSHA, the Los Angeles Alliance for a New Economy (LAANE), Don't Waste LA Campaign, and the CLEAN Car Wash Campaign. She is also an Executive Committee member of Southern California Coalition for Occupational Safety and upcoming Chair-elect of the American Public Health Association Occupational Health section.

Labor Center Project Director Victor Narro was appointed in January 2011 by Los Angeles Mayor Antonio Villaraigosa to serve a five year term on the Board of Commissioners of the Los Angeles Community Redevelopment Agency. In September 2010, Victor also completed a term as Commissioner for the Police Permit Review Panel of the Los Angeles Police Commission.

In November 2010, LOSH Research and Evaluation Director Kevin Riley provided technical assistance to the LA County Department of Public Health STD Program to develop a policy statement on condom use among adult film performers. The statement was endorsed by the American Public Health Association at their annual meetings in November 2010.

Labor Center Project Director Janna Shadduck Hernandez serves with the Los Angeles Unified School District as a member of the LASUD Taskforce on Parent Engagement and recently, as the lead faculty coordinating a full-day youth summit conference "Project U" with 250 LAUSD high school students from Jefferson, Freemont, Taft and Gardena public schools in April 2011.

IRLE Director Chris Tilly sits on the advisory boards for Grassroots International and the Food Chain Workers Alliance. He is also a member of the Faculty No-Sweat Network, which is an organization that advocates for just and healthy labor practices among companies that make university logo apparel. Chris also participated in the Research Advisory Committee for Health Impact Assessment of proposed California Domestic Worker Bill of Rights that was conducted by the San Francisco Department of Public Health in 2010 - 2011.





LOSH EDUCATION AND TRAINING PROGRAMS

The Labor Occupational Safety and Health Program utilizes established partnerships with local and international labor unions, community groups, schools, local and state government agencies, academia, small businesses, and community health providers to develop and run multi-lingual training and education programs. In order to maximize impact with the resources available, LOSH emphasizes a "train-the-trainer" approach, preparing workers to return to their workplaces to take leadership roles in health and safety efforts. The following section details the extensive training and education programs conducted by LOSH in 2010-2011.

Hazardous Waste Worker Training Project

Source of Funds: National Institute of Environmental Health Sciences (NIEHS)

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

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

LOSH initiated a collaboration with the University of Medicine and Dentistry New Jersey, the University of Massachusetts/Lowell, and the University of Cincinnati to implement a three-year mixed-methods evaluation of our hazmat worker training programs. The evaluation focuses on three central questions: 1) What factors influence whether employers comply with the requirements to provide health and safety training that meets the OSHA HAZWOPER Standard? 2) Does the training provided by our programs meet their perceived needs? and 3) Do they utilize the resource of trained employees to develop or strengthen their workplace health and safety programs? LOSH Director of Research and Evaluation Kevin Riley is leading the planning and implementation of the study; implications of the research will be shared with the NIEHS with recommendations for outreach, education and public policy.



LOSH EDUCATION AND TRAINING PROGRAMS

HazMat Disaster Preparedness Training Project

Source of Funds: National Institute of Environmental Health Sciences (NIEHS)

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

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

Minority Worker Training Project

Source of Funds: National Institute of Environmental Health Sciences (NIEHS)

In August 2010, LOSH received new funds through our NIEHS consortium to support the creation of a Minority Worker Training program. The goal of WRUC's Minority Worker Training Program (MWTP) is to train individuals for jobs in the environmental field and construction industry with a focus on recruiting from underserved urban communities disproportionately affected by environmental exposures. The program builds on new and existing relationships with labor, community, environmental justice and workforce development organizations to reach targeted underserved populations in two major urban areas in our region. The University of Washington is the other WRUC partner participating in this grant.

LOSH partnered with Los Angeles City, the Worker Education & Resource Center, Inc. (WERC), the Los Angeles Apollo Alliance, Strategic Concepts in Organizing and Policy Education (SCOPE), Los Angeles Trade Technical College, SEIU Local 721, Los Angeles WorkSource Centers, and the California Construction Academy to recruit and train workers to participate in the Los Angeles Green Retrofit and Workforce Development Program to green retrofit more than 1,000 municipal buildings.



LOSH EDUCATION AND TRAINING PROGRAMS



Minority Worker Training Project, continued:

The Program, established by LA City Council ordinance in April 2009, aims to create quality jobs with career pathways into employment with the City of Los Angeles in the building trades and in the environmental arena. The Program is housed in the Mayor's office, and an Advisory Council comprised of representatives from community and environmental groups, labor unions, and universities has helped guide the implementation of the Program.

In the fall of 2010, the first two cohorts of 40 students were recruited for retrofit work under the Program, retaining jobs designated for elimination due to the current budget crisis. LOSH and its partners designed and implemented a 400-hour training program to meet the basic skills and occupational health and safety needs of these workers who would be employed in construction and maintenance jobs on the first round of municipal buildings targeted for green retrofits.

Hazardous Waste Worker Training Project—ARRA Supplement

Source of Funds: American Recovery and Reinvestment Act of 2009 (ARRA), National Institute of Environmental Health Sciences (NIEHS)

In 2009, LOSH received supplemental ARRA funding through our NIEHS parent grant to develop new educational materials and train workers in emerging industries such as green construction and retrofits and green chemistry. The project is a collaboration with our consortium partners at the UC-Berkeley Labor Occupational Health Program (LOHP) and the University of Washington. Under this supplemental grant, LOSH has developed an 8-hour green jobs/green buildings curriculum and an 8-hour curriculum on basic principles of green chemistry.

During the current NIEHS grant year, LOSH is completing an eLearning tool on environmental benefits, hazards and health benefits associated with green building retrofits to be used as a complement to training courses. LOSH staff members are adapting our 8-hour Green Chemistry curriculum (created under this ARRA supplement last year) into shorter modules for use in awareness courses to a variety of workers such as day laborers and household workers, janitors/maintenance workers in a variety of industries. The Green Chemistry training will be linked to policy change efforts to integrate worker health into upcoming Green Chemistry regulations issued by the DTSC. ARRA funds also support two graduate-student interns working with LOSH, the Los Angeles Alliance for a New Economy (LAANE), and the International Brotherhood of Teamsters (IBT) to investigate worker hazards in the waste recycling industry in Southern California.



LOSH EDUCATION AND TRAINING PROGRAMS

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

LOSH is the Southern California Resource Center for the statewide Worker Occupational Safety and Health Training and Education Program (WOSHTEP), a worker leadership program administered by the Commission on Health and Safety and Workers' Compensation in the Department of Industrial Relations. Initiated in 2002 with funding from California Workers' Compensation Reform legislation, WOSHTEP serves a variety of industries, and participants come from diverse occupations and work settings. Special emphasis is placed on reaching employers and workers in industries with significant injuries, illnesses and workers' compensation cost. Focus is also on groups with special needs, such as those who do not speak English as their first language, workers with limited literacy, young workers, and other traditionally underserved industries or groups of workers. WOSHTEP offers a 24-hour Worker Safety and Health (WOSH) Specialist training course; a 32 hour Training of Trainers course for WOSH Specialists; shorter awareness sessions; small business resources, which includes 2-hour sessions for managers/employers; and young worker health and safety leadership programs. All training is offered in Spanish and English.

WOSH Specialists 24-hour Courses - During fiscal year 2011, 8 courses were provided for 165 individuals in collaboration with community colleges in Los Angeles and San Diego, unions, worker centers and other community based organizations, including the Warehouse Workers United in Fontana, the Esperanza's Community Health Promoters Training Program in Los Angeles, Coachella Agricultural workers and activists, Strategic Action for a Just Economy, Phoenix House, and State Employees Trades Council at California State University. Open enrollment courses for approximately 50 workers representing a variety of industries were held in English at L.A. Trade-Technical College. Labor Organizers, students and social justice groups were represented in this class.

Train the Trainer courses - Outreach and planning for a Spanish-language Train-the-Trainer course scheduled for July 2011 for unions, community based organizations and worker centers.

WOSH Specialists & Trainers Networks - After participating in the 24-hour training, WOSH Specialists are encouraged to take a leadership role in promoting health and safety in their workplaces and communities. They are mentored by LOSH staff and participate in Train-the-Trainer and refresher courses, receive technical assistance, have access to resources, and receive ongoing communication through a listserv and a biannual newsletter. They participate in events such as Workers Memorial Day and workshops to receive updates on government regulations. Three Trainers from our 2004 Spanish Train-the-Trainers course took the lead in providing a 24-hour Specialist course for Esperanza Health Promoters. LOSH staff has been able to maintain an effective working/mentoring relationship with these Trainers.



LOSH EDUCATION AND TRAINING PROGRAMS

WOSHTEP continued:

Outreach & Awareness – Staff 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 the Mexican, Salvadoran and Guatemalan Consulates in Los Angeles on worker health and safety (e.g. heat stress, workplace rights) through the Ventanilla de Salud community health education project. Monthly education sessions during the report period reached over 1012 workers who have little or no access to health information.

WOSHTEP conducted 12 additional outreach sessions for 253 workers from the Los Angeles area, San Diego, and the Inland Empire including: 1) Philipino Worker Center/IDEPSCA; 2) City of Los Angeles (twice); 3) San Diego Community College; 4) Vision y Compromiso Conference in San Diego; 5) Communication Workers of America Conference (San Bernardino); 6) City of Foothill, CA workers; 7) The State Compensation Insurance Fund; 8) Family Forum in San Gabriel, CA (our first session in Mandarin); 9) Los Angeles Alliance for a New Economy; 10) United Food and Commercial Workers Union; 11) the Chinese Progressive Association/Asian Pacific American Legal Center; and 12) the UFCW. Sessions were conducted in Spanish, English, Mandarin, Tagalog.

Community Outreach Model - LOSH has continued to partner with community based organizations to build their capacity to address health and safety issues, and to develop targeted educational activities and materials. We work with IDEPSCA staff and with community health workers in outreach and education efforts through the Mexican, Salvadoran and Guatemalan consulates in monthly sessions facilitated by health promoters and worker leaders who have graduated from our training programs.

Small Business Outreach & Education – Training materials have been developed for restaurants, janitorial services, and general businesses, and 2-3 hour courses were held to assist small business owners and managers to train their employees to participate in identifying and controlling workplace hazards. LOSH collaborated with City of Monrovia employees on an ergonomics training session for 11 staff members representing different city departments. A janitorial awareness session was provided during the Janitorial Association conference for 12 people, mostly supervisors, in Ontario. As a result, the CEO of Mr. Clean (who had previously attended training provided by LOSH) is working with LOSH to schedule a Specialist course for 45 workers statewide, as well as a shorter training for supervisors. Finally, LOSH was invited by the Mexican Consulate to participate in their first roundtable discussion on occupational health as part of the 82nd Educational Summit in Mexico City. Associate Director of Education Deogracia Cornelio presented on the role of nonprofit organizations in advancing worker safety and health and on effective methods in worker education. WOSHTEP program activities and materials were shared with the group as an example of successful collaborations between government agencies, non profits, worker advocate groups and employers.



LOSH EDUCATION AND TRAINING PROGRAMS

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

School Action for Safety and Health

Source of Funds: UC Berkeley Labor Occupational Health Program (LOHP)

California school districts face a number of occupational safety and health issues. In some cases, school districts have been fined by Cal/OSHA. Maintenance and operations departments and other school employees are working to address these problems in a climate of reduced funding. In June 2009, LOSH entered a partnership with the UC Berkeley Labor Occupational Health Program to carry out the School Action for Safety and Health (SASH) Project funded by the Commission on Health and Safety and Workers' Compensation. LOSH participates in statewide advisory board meetings, develops and reviews Injury and Illness Prevention Program (IIPP) materials tailored for school district personnel, conducts outreach and teaches one-day trainings for SASH representatives at the county level. LOSH staff Sarah Jacobs trained 162 workers in Southern California during fiscal year 2011.

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

Source of Funds: OSHA Susan Harwood Grant Program

In October 2010, LOSH was awarded a new grant to build capacity in the LA County Federation of Labor and Orange County Federation of Labor, their affiliate unions, and community groups to institutionalize health and safety training for immigrant, low wage workers with a strategic focus on the hotel, car wash and waste/recycling industries. The project is funded by OSHA for a period of up to three years to provide training and technical assistance, develop educational materials, and mentor trainees. To date, grant funding has been used to: 1) Develop/revise training materials; 2) Implement Needs Assessment activities including four focus groups with workers in each of the targeted industries, and surveys with affiliates of the LA and Orange County Labor Federations; 3) Convene monthly Advisory Committee meetings; and 4) Provide 7 workshops to a total of 144 workers and community representatives. The Advisory Committee is made up of representatives from the LA County Federation of Labor, the Orange County Federation of Labor, the Teamsters Local 396, CLEAN Carwash Campaign, Warehouse Workers United, NDLO, National COSH, and UNITE/HERE Local 11.



LOSH EDUCATION AND TRAINING PROGRAMS



Warehouse Workers-OSHA Susan Harwood Pilot Training Grant

LOSH received a Susan Harwood Pilot Training Grant from Federal OSHA to work with the Warehouse Workers Union (WWU) and Clergy and Laity United for Social Justice (CLUE) to develop a group of core worker leaders to conduct a needs assessment of health and safety issues in warehouse and to train other workers. LOSH staff developed the needs assessment tools, completed 30 hours of training with the core group, and is currently developing materials with the warehouse worker leaders,

which they will use to train other workers. We expect to receive further funding to continue this project, with the goal of reaching 100,000 warehouse workers in the Inland Empire.

Heat Illness Prevention Campaign

Source of Funds: UC Berkeley Labor Occupational Health Program (LOHP)

In summer 2010, LOSH partnered with LOHP on the California Department of Industrial Relations-funded Heat Illness Prevention Campaign to reach non-English speaking workers and employers in the agriculture, construction and landscape industries. LOSH staff have taken the lead in conducting a needs assessment, market testing, and community outreach plans to reach low-wage Latino construction and landscaping workers; developed an educational tool to assist workers in filing effective complaints with Cal/OSHA; taught two Train the Trainer courses in Southern California for 52 participants from construction, car wash and agricultural industries; partnered with DIR's Cal/OSHA to present a webinar for Cal/OSHA inspectors; and coordinated the evaluation to be conducted by the independent evaluator from the UCLA Center for Public Health and Disasters.

Educational Materials to Prevent Work Related Musculo-Skeletal Disorders (WMSD) among Residential Construction Workers (RCWs)—A NIOSH/LOSH Partnership

LOSH has been contracted by the National Institute of Occupational Safety and Health (NIOSH) to collaborate in the development of bilingual educational materials to educate residential construction workers (RCWs) about work-related musculo-skeletal disorders (WMSD). The project entails researching theories that currently inform worker/health education programs, namely social marketing and popular education, and conducting focus groups with RCWs to determine appropriate content, format and delivery methods. Based on the findings of this research, LOSH staff would then design and develop effective materials to raise RCWs awareness of hazards associated with WMSD and ways to prevent ergonomic injuries, as well as legal and other resources available to RCWs and their employers. Materials produced in this project will be eventually published by NIOSH.



LOSH EDUCATION AND TRAINING PROGRAMS

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

Source of Funds: California Department of Public Health

FACE Fact Sheets -FACE is part of the Occupational Health Branch within the California Department of Public Health (CDPH) and funded by the National Institute of Occupational Safety and Health to identify conditions that lead to fatal injuries at work and to recommend policies and practices to prevent them. LOSH collaborates with the CDPH to review, translate and disseminate the FACE fact sheets to Southern California workers in high risk jobs or occupations. During fiscal year 2010-2011 LOSH disseminated over 7500 FACE sheets to Southern California workers in high risk jobs or occupations at health fairs, day laborer events, union events, worker trainings and at the Mexican, Guatemalan, and Salvadoran consulates.

Summary of LOSH trainings for 2010-2011:

	Funding Source	Courses	Outcomes
Hazardous Waste Worker Training Project	NIH/NIEHS	16	189 trained
HazMat Disaster Preparedness Training Project	NIH/NIEHS	9	160 trained
Minority Worker Training Program	NIH/NIEHS	30	40 trained
Worker Occupational Safety and Health Training and Education Program (WOSHTEP)	CA IR Commission	22	441 trained
School Action for Safety and Health	LOHP/DIR	8	162 trained
Heat Illness Prevention Campaign	LOHP	n/a	
Building Worker Health and Safety Capacity in Southern California	OSHA Susan Harwood	7	144 trained
Community Health Education (Ventanilla de Salud Awareness Sessions)	CA IR Commission	36	1012 educated
CA Dept of Health FACE Fact Sheet Program	CA Dept of Public Health	n/a	9106 factsheets disseminated



LOOKING FORWARD TO 2011-2012

The UCLA institute for Research on Labor and Employment has positioned itself in the forefront of labor education and research at a time when national and global attention is attune to shifting political, social and economic conditions. The move to restrict public employee collective bargaining rights in the United States, the democratic uprisings in the Middle East and the changing labor landscapes of China and Mexico speak to the varying impact of the economic crisis and the importance of working toward collective solutions. Working people, their needs, interests and organizations stand at the middle of both the crisis and of possible solutions. Though continued and expanded research, teaching and service, UCLA IRLE has much to advance these solutions.

Of course, UCLA has not been immune to the economic crisis. The reduction in state funds, which is considerably sharper in percentage terms for IRLE than for UCLA as a whole, is part of a changed fiscal landscape that will not soon return to the *status quo ante*. A continuing goal for the next fiscal year will be boosting grant funding and donor contributions in order to do more. The 2010-2011 year demonstrated once more that IRLE's priority on grant writing, reaching out to foundations and potential donors can be very successful. IRLE's ability to link in-depth research with highly effective outreach to community constituencies appeals to many potential funding sources.

Another component to overcoming economic limitations is to make better use of synergies, multiplying the impact of our work. For 2011-2012, IRLE will continue to develop and strengthen new channels of communication, coordination, and increasingly, collaboration within the units. IRLE is exploring new ways to collaborate with counterpart research centers that also address themes of inequality, whether by race, ethnicity, gender, sexual identity, or class. In addition, IRLE is actively discussing cooperation with other academic departments and inter-departmental programs that have a shared interest in field-based undergraduate education that builds on our long history of outreach work. Identifying and strengthening synergies among our units will be another key programmatic focus. These collaborations and alliances with multiple communities on a single project strengthen IRLE research and provide unprecedented access to data and research resources, allowing for a more comprehensive and accurate look at labor and employment. Perhaps the most exciting arena in the search for synergies is the global one. IRLE has been strengthening connections with the greater world community, including partnering with researchers and practitioners in China, Mexico, Brazil, Vietnam, France, the United Kingdom and Australia. Channels of communication include a stream of visiting scholars and colloquium speakers, reciprocal participation in conferences in the US and abroad, delegations of scholars and practitioners to discuss various forms of collaboration, and a growing body of collaborative, comparative research.



LOOKING FORWARD TO 2011-2012

IRLE's plans for 2011-12, then, aims to continue these proven directions. Major goals for next year will be:

- Exert still further efforts to raise external funds
- Develop and exploit synergies, in local and global arenas
- Expand the Labor and Workplace Studies Minor and student internship opportunities.

We at IRLE are convinced and committed that, while 2011-12 will be a challenging year for IRLE from a financial standpoint, it will be an exciting and fertile one in terms of programming.



Images (from left):

Graduates of the 2011 Labor and Workplace Studies class with Student Affairs Officer Liz Espinosa, IRLE Associate Director Toby Higbie and Labor Center Director Kent Wong

Graduate students from Nepal, South Africa, India and the United States participate in the "Labor in the Global South" conference on May 27, 2011

Student Leadership Academy participants discuss what led them to social justice at the SLA training in May 2011



APPENDICES



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Director, Center for the Study of Urban Poverty

Professor, Urban Planning and Chicano Studies

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	FALL 2010	WINTER 2011	SPRING 2011	SUMMER 2011
Gaspar Rivera-Salgado	LBR&WS 188, SEM 2 CS 191-2 Social Movements & Labor in LA	LBR&WS 19 Immigration Debate through Film	CS M123/LBR&WS 188 SEM 2 Applied Research Methods in Latino Communities	LBR&WS 195B Internships in LBR&WS LBR&WS 199 Independent Research in LBR&WS
Janna Shaddock-Hernandez		LBR&WS 194/ASIAN AM 191D-2/CS 191-2 Research and Documentation on Immigrant Rights, Labor & Higher Ed	WAC 177SL Taking Action: Arts Practice & Community Service LBR&WS 194/ ASIAN AM 191D-2/CS 191-2 Research and Documentation on Immigrant Rights, Labor & Higher Ed	
Victor Narro		LBR&WS167/ ASIANAM M166C/ CSM130/AFRO-AM M167 Worker Center Movement		
Rev. Lawson/Kent Wong			LBR&WS M173/AFRO AM M173/CS M173 – Nonviolence & Social Movements	
Kent/Victor/Abel Valenzuela	LBR&WS M166B/ASIAN AM M166B/CS M156B Immigrant Rights, Labor and Higher Education			
Kent Wong	ASIAN AM 113 Asian Americans & the Law			
Linda Delp			LBR&WS M170/COM HLTH CM170 Improving Worker Health	
Dale Tatum		LBR&WS M165/ AFRO-AM M165/SOCIOLOG M165 Sociology of Race & Labor		
Tobias Higbie	HIST 97D- 2 Variable Topics in US History	HIST 146B/LBR&WS 188, SEM 2 American Working Class Movements	HIST 191D U.S.: A History of Social Justice Organizing HIST 156 Making History for Non-Academic Audiences (Justice for Janitors History Project)	
IRLE Faculty Mini Grant for Course Development		LBR&WS 188, SEM 1/URBN PL 219-1 Labor & Economic Development (Goetz Wolff)	LBR&WS 188, SEM 1/POL SCI 191C-2 The Work of the University (Susanne Lohmann)	
Gilda Haas		Community Scholars – Green City Games	Community Scholars – Green City Games	
Other LBR&WS Courses taught by affiliated IRLE faculty	CS/LBR&WS M125 US Mexico Relations (Raul Hinojosa-Ojeda) CS M119/LBR&WS M123 Chicano/ Latino Community Formation (Raul Hinojosa-Ojeda)	CS/LBR&WS M122/URBN PL M171 Planning Issues in Latino Communities (Raul Hinojosa-Ojeda) POL SCI M180A/AFRO-AM M114C/LBR&WS M114C Afro-Am Political Thought (Mark Sawyer)	CSM128/LBR&WS M128 Race, Gender & US Labor (Leisy Abrego) URBN PL CM137/URBN PL C237C/ LBR&WS M180/ Sou. CA Regional Economy (Goetz Wolff)	
Other Courses cross-listed with LBR&WS	COMM STDS/LBR&WS M149 Media: Race, Gender, Class & Sexuality(Rhonda Hammer)	ASIA AM/LBR&WS M116 Asian American Social Movements (Glenn Omatsu) COMM STDS M165/LBR&WS M175 Agitational Communication (Paul Von Blum)	COMM STDS M117/LBR&WS M117 Negotiation (Kerri Johnson) COMM STDS M172/LBR&WS M172 Free Speech in Workplace (Keith Fink)	CS/LBR&WS M125 US Mexico Relations (Albert Ponce/Abel Valenzuela)

UCLA LABOR & WORKPLACE STUDIES RESEARCH, FIELD WORK AND INTERNSHIP PLACEMENTS ARRANGED BY INSTRUCTOR/PROGRAM 2010-2011

Janna Shadduck-Hernandez and Gaspar Rivera-Salgado

Service Learning/Field Work Requirement: A major fieldwork/research methods project (40 hours).

Social Movements and Labor in Los Angeles
(LBR&WS 188-2/CHICANO 191-1 – Fall 2010)
26 out of 33 students participated in field work

1. CLEAN Carwash Campaign (5)
2. USWW-Justice for Janitors (5)
3. Asociacion de Loncheros L.A. Familia Unida de California (5)
4. Low-Wage Parent-Worker and Student Project (7)
5. Black Worker Center of Los Angeles (4)

Janna Shadduck-Hernandez

Service Learning/Field Work: Students develop and design a comprehensive publication based on oral histories, research on immigration/labor/higher education, and evaluation of legislation and legal issues impacting undocumented students collected over previous term. Students are assigned to one of three working teams. Each working team meets weekly, shares progress with larger group, and brings revised and updated versions of their individual and team work to every class session. Students work collectively to finalize draft ready for publication by end of term.

Affected Courses:

Research and Documentation on Immigrant Rights, Labor, and Higher Education (LBR&WS 194/CHICANO 191-2/Asian Am 191D-1 – Winter 2011)

15 undergraduate students will be divided up into the following working groups:

1. Writing and Editing (5)
2. Lay Graphic Design and Layout (5)
3. Research (5)

Service Learning/Field Work Requirement: This final publication seminar of the research conducted by students in courses, Labor and Work Place Studies 194-1, Chicano/a Studies 191-2, Asian American Studies 191D-2 requires students to spend the quarter finalizing and designing a comprehensive publication based on oral histories, research on immigration/labor/higher education, and an evaluation of legislation and legal issues impacting undocumented students collected over the previous quarter. Students will be assigned to one of three working teams, which will meet on a weekly basis in class, share their progress with the larger group and bring revised and updated versions of their individual and team work writing/research assignments to every class session. Students will collaborate to finalize this publication by the end of the quarter and formally present their final work to an open forum of students, faculty and public.

Affected Courses:

Research and Documentation on Immigrant Rights, Labor, and Higher Education (LBR&WS 194/CHICANO 192-2/Asian Am 191D-2 – Spring 2011)

8 undergraduate students will be divided up into the following working groups:

1. Research and Marketing (3)
2. Editing (2)
3. Graphic Design and Layout (3)

Service Learning/Field Work Requirement: A major fieldwork/research methods project (30 hours).

Affected Course:

**Taking Action: Arts Practice and Community Service
(WLD ART 177SL – Spring 2011)**

13 students conducted field work for the following organizations:

1. Bresee Foundation (Filmmaking and Digital Media Program, Seth Ekland)
2. SPARC-Social and Public Art Resource Center
3. Self Help Graphics
4. Southern California Library for Social Studies and Research
5. Miguel Contreras Learning Complex: School for Social Justice

Additional service learning courses supervised:

LBR&WS 199 (Cameron Orlando Coz Zamora), LBR&WS 195B (Gabrielle Virginia Labayen)

Victor Narro

Service Learning/Field Work Requirement: A major fieldwork/research methods project (40 hours).

Affected Courses:

Worker Center Movement: Next Wave Organizing for Low-Wage and Immigrant Workers (LBR&WS M167/CHICANO M130/ASIAN AM M166C/AFRO-AM M167 – Winter 2011)

38 out of 45 students participated in field work

1. CLEAN Carwash Campaign (17)
2. Asian Pacific American Labor Alliance (APALA) – LA Chapter (9)
3. Low-Wage Parent-Worker and Student Project (4)
4. Black Worker Center of Los Angeles (4)
5. National Day Labor Organizing Network (NDLON) – LA County 287g Agreement (4) Documentation Project (4)

Additional service learning courses supervised:

LBR&WS 195B (Rodolfo Perez), LBR&WS 199 (Cameron Orlando Coz Zamora)

Kent Wong and Victor Narro

Service Learning/Field Work Requirement: Each student will be required to participate in a service

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

Immigrant Rights, Labor & Higher Education

(LBR&WS M166A/CHICANO M166A/ASIAN AM M166A – Fall 2010)

39 students will be divided up into the following working group:

1. Research and Publication (13)
2. Education and Outreach (13)
3. Publication (13)

Gaspar Rivera-Salgado

Service Learning/Field Work Requirement: This class will be organized around a currently ongoing research project known as the *Justice for Janitors Research Project*. Students enrolled in this class will be expected to collaborate and contribute with producing data that will further our understanding of social justice collective movements in the Los Angeles region. Students will complete a 10 page Fieldwork Report based on data gathered with the *Justice for Janitors History Project*.

Affected Courses:

Applied Research Methods in Latino Communities

(CHICANO 123-1/LBR&WS 188-2 – Spring 2010)

28 students participated in the Justice for Janitors History Project.

Rev. James Lawson, Jr. and Kent Wong

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

Affected Courses:

Non-Violence and Social Movements

(LBR&WS M173/AFRO-AM M173/CHICANO M173 – Spring 2011)

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

1. Black Worker Center of Los Angeles
2. Dream Resource Center

Linda Delp

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

Affected Courses:

Improving Worker Health (LBR&WS
M170/Community Health Sciences M170 & M470/Urban Planning M470/ Environmental
Health Sciences M471 – Spring 2011) 6

undergraduates and 14 graduate students participated in the following field work:

1. CLEAN Carwash Campaign
2. Mexican and Central American Consulates – Immigrant Worker Outreach/Education
3. So Cal COSH and UCLA-LOSH: Workers' Memorial Day/Public Awareness
4. Black Women for Wellness – Chemical Hazards in Black Beauty Salons
5. Warehouse Workers United
6. LAANE, Los Angeles Alliance for a New Economy: Waste/Recycling campaign

Frank Tobias Higbie

Service Learning/Field Work Requirement: Students had hands on experience with creating historical narratives and exhibitions for an audience outside of academia, the Justice for Janitors (JFJ) campaign of the Service Employees International Union (SEIU) in Los Angeles. As a collaborative team, students were required to condense this rich material, gathered through a research fair at the union hall where organizers and workers from the campaign attended, into concise and approachable historical narratives. Drawing on an archive of documents, photographs, interviews, and other resources compiled by UCLA students and staff, students in this class wrote a history of the JFJ campaign geared toward popular education groups, and crafted an online archive and exhibit.

Affected Courses:

History Lab: Making History for Non-Academic Audiences
(HIST 156-1– Spring 2011)

10 students participated in the Justice for Janitors History Project.

Maylei Blackwell

Additional service learning courses supervised:
LBR&WS 199 (Patricia Adriana de Saroch)