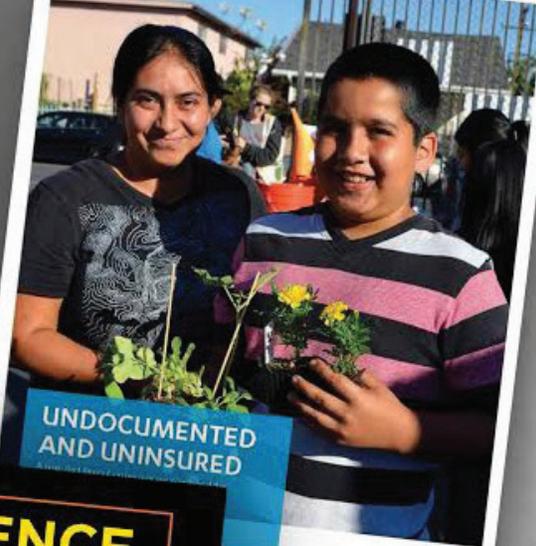


**UCLA** Institute for Research on Labor and Employment



Young people work to survive, not play



UNDOCUMENTED AND UNINSURED

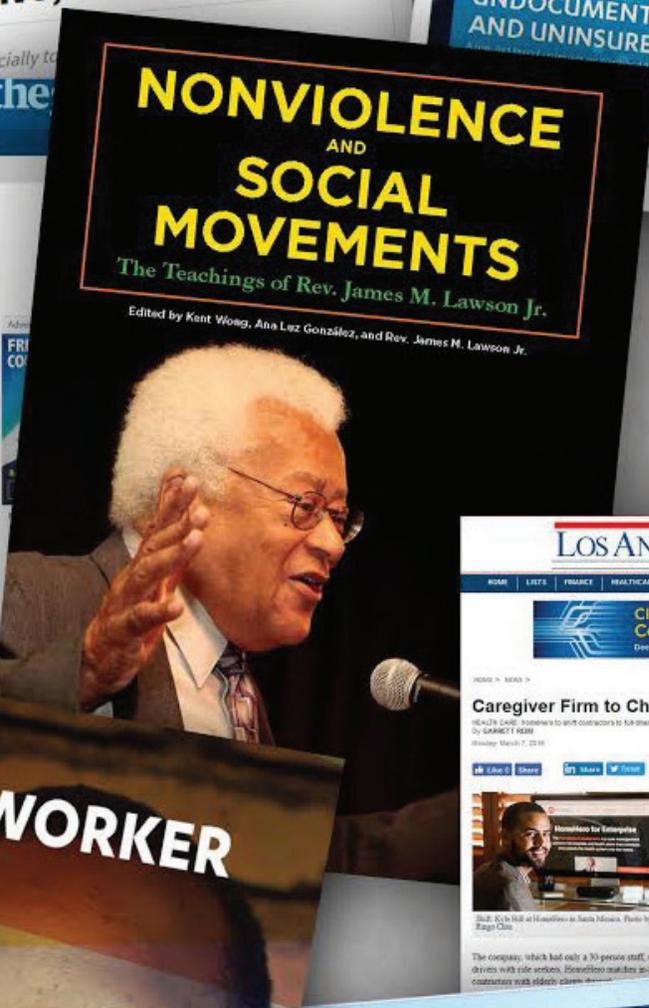
### One in six cleaners, childcare helpers in California paid below minimum wage

Exclusive: First study of its kind finds as many as 340,000 house cleaners, homecare and childcare workers could be making below minimum wage



The study found that out of two million domestic employers in the state roughly 17% violate the minimum wage law. Photograph: Dreamstime.com

One in six employees in the minimum wage in California, according to a study released last week. In the first study of its kind...



## NONVIOLENCE AND SOCIAL MOVEMENTS

The Teachings of Rev. James M. Lawson Jr.

Edited by Kent Wong, Ana Luz González, and Rev. James M. Lawson Jr.

**LOS ANGELES BUSINESS JOURNAL**

CIT Knows Commercial Finance

Caregiver Firm to Change Status

Health care workers to work contractors to suburbs

By GABRIEL HEAR

Monday, March 7, 2016

Outdoor elderly caregiver marketplace Elevos of Santa Monica last week started offering full-time jobs to its 1,200 independently contracted workers — one of the biggest shifts in workforce status by a tech startup in the industry.

Elevos CEO said the switch is part of an effort to sign lucrative home care deals with hospitals because employees, not contractors, are necessary for that work. Still, the move is being met with a fierce debate surrounding the employment status of workers.

The company, which had only a 30-person staff, would look like Uber. Instead of matching contract drivers with ride workers, Elevos would match in-home caregivers with elderly clients.

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I am a #YOUNGWORKER

UCLA Labor Center

### NATION, WORLD - SOCIETY

## Q&A: UCLA's Kent Wong on the life and legacy of a civil rights activist

The Rev. James Lawson Jr. taught the principles of nonviolence to generations

Stefanie Ripper | April 06, 2016



- More Nation, World
- Conservativize refugees also through UCLA's
- Brazil health inequities
- Putting protesters' perspective

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### **A Note from the Director, Abel Valenzuela Jr.**

Since 1945, the UCLA Institute for Research on Labor and Employment has been undertaking timely, rigorous, and policy driven research on key matters important to workers, work, and employment. Our commitment to excellence in everything that we do, but especially on the original research that we undertake, that we publish, and that we use to improve worker lives is the cornerstone of what we do best at UCLA. We are also committed to excellent teaching, employing cutting edge pedagogies, offering a variety of interesting classes, and presenting keen opportunities for our students to undertake labor related research. Finally, as this report shows, we also take on important services, including community outreach, technical assistance, and civic engagement. We do this through offering a robust, vigorous, and productive schedule of research activities, presentations, events, classes, and programs that place work and workers at the center of all that we do at UCLA. This annual report describes in detail who we are and what we do, including our achievements in fundraising, grants procurement, and growth.

This report is divided into seven sections including highlighting:

- Student projects and involvement
- Our research publications and dissemination
- Public and on and off campus events
- Our teaching and educational programs
- LOSH and community outreach and education
- The Dream Resource Center
- Research collaborations and growth
- Visiting scholars program
- Global Solidarity and our work with international scholars

I am very proud of all the work that we do on behalf of workers and by extension, their families and believe that you will agree with me about the very important value that we bring to the University of California and our state. As we lay the groundwork to build on our accomplishments and to initiate new and timely, policy driven research on workers and work, I urge you to consider supporting us through a financial contribution, large or small. The importance of our work and its impact on California and our workforce provide a critical and key opportunity to improve the lives of so many working people.



# Introduction

## About IRLE

As the oldest Organized Research Unit in the University of California, the Institute for Research on Labor and Employment undertakes timely, cutting edge, and policy driven research, education, and service on matters concerning workers, working life, and employment. We do this through various lenses, including interdisciplinary approaches, rigorous and mixed methods, and a particular emphasis on empirical data to fashion and engage in policy discourse and implementation. Our rich history at the University of California is important to understanding our reach, impact, and current focus that at one time emphasized industrial relations. Indeed, our original name during our founding in 1945 was the Institute of Industrial Relations, under the directorship of

Professor Clark Kerr, who became Chancellor of the University of California, Berkeley and the twelfth president of the University of California. The original scope of our work focused on labor and industrial relations which has since expanded to include related areas of research, teaching, and community engagement including low-wage labor markets, employer based health insurance, the high-tech or gig economy, immigrant workers and occupations, transnational and global networks and solidarity movements, cultural geography and spatiality, green jobs and the green economy, history and the role of gender, race, ethnicity, immigration status and other identities and the relationship between work, families and wellbeing.

## Goals

Our work at the Institute for Research on Labor and Employment involves faculty and students from many different academic disciplines, including the humanities, social sciences, and professional schools including public health, urban planning, public policy, law, and the School of Education. Our work is driven by three primary goals:

1. Research & Policy Driven Outcomes, including reports, books, research articles, and policy briefs. One of our priorities is to undertake new forms of research dissemination including increasing our use of IT and social networking.
2. Capacity Building of workers, organizations, and other stakeholders such as elected officials, policy makers, clergy, organized labor, and private business to take steps and create policies and programs to improve workplaces and working life.
3. Public Engagement and Awareness among researchers, practitioners, students, and community stakeholders regarding worker and workplace issues.

These goals embody the mission of the Institute for Research on Labor and Employment as we carry out and support research, teaching, and service engagement on the most important issues confronting workers, work life, and employment in Los Angeles, California, and beyond.

## IRLE Units

IRLE is a UCLA Organized Research Unit and an academic department within the UCLA College of Letters and Science, Division of Social Sciences. IRLE's work brings together several key sub-units, all of which play a role in shaping its research agenda: the IRLE Academic Unit, the UCLA Center for Labor Research and Education (CLRE, or the "Labor Center"), the Labor Occupational Safety and Health Program (LOSH), and the Human Resources Round Table (HARRT).

### IRLE Academic Unit

## UCLA Institute for Research on Labor and Employment

The Academic Unit supports academic research and programming on employment and labor topics in a variety of academic disciplines, with a special focus on low wage and informal work

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

## UCLA Labor Center

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

### Human Resources Round Table (HARRT)



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

## Labor Occupational Safety and Health (LOSH)



LOSH is involved in community outreach and conducts research on issues affecting the health of

workers and on the quality of workplace environments

### Organizational Structure

IRLE is led by a Director, who is appointed by the Dean of the Social Science Division of the UCLA College of Letters and Science. The Director is advised by an Associate Director and a Faculty Advisory Committee, with whom he meets to discuss, strategize, and implement initiatives of the Institute. Day-to-day management of each of the IRLE units is delegated to unit directors, who report to the IRLE Director.

Institute-wide organizational support and administrative leadership is provided by the IRLE Business Office, which is led by the Chief Administrative Officer and includes the Senior Fund Manager, Operations Coordinator, Programming Coordinator, and the Departmental Technology Associate.

As mentioned above, the IRLE is well-served by its Faculty Advisory Committee (FAC), which is currently comprised of 14 Senate faculty from a variety of disciplines. Currently, the FAC includes representation from the following departments: Anthropology, Chicana and Chicano Studies, History, Law,

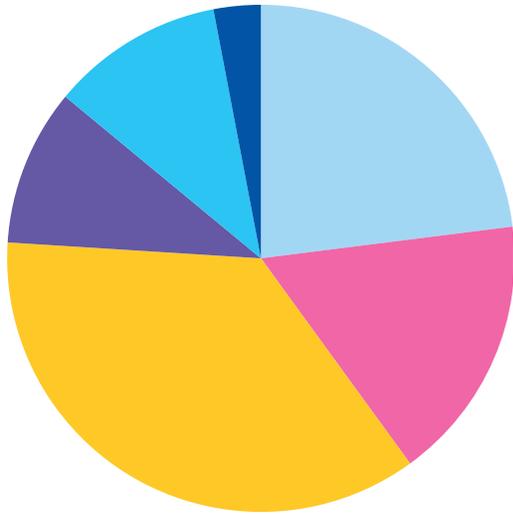
Management, Political Science, Public Policy, Sociology, and Urban Planning. The committee meets quarterly and plays an important role in advising the Director and staff and helping to guide the program's work. The Labor Center also has an active Advisory Committee of its own, comprised of labor and community representatives, which meets regularly and provides valuable input for the faculty and staff.

### Funding

A signature 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 in the last two years, has significantly grown its grant-writing. The Academic Unit has likewise expanded its grant and contract activities, securing some modest external sources of support this year.

#### FY 2015-2016 Fund Sources

Extramural Funding: Center for Labor Research and Education (Labor Center), Labor Occupational Safety and Health (LOSH) Program  
Principal Investigators: Janna Shadduck-Hernandez, Kent Wong, and Linda Delp.



- Federal Total.....23%
- Non-Profit/Foundation Total .....17%
- UCOP Systemwide Total .....36%
- UCLA Campus Total.....10%
- Other Total.....11%
- State Total.....3%

PI Name	Award Title	Sponsor Name	Award Type	Budget Period	1516FY Total/ Project Total Awarded
Delp, Linda	Strengthening Labor – Community Health & Safety Capacity in Southern California through Worker Leaders and a Model Labor-Management Partnership	DOL-Department of Labor Occupational Safety and Health Administration	Grant	9/30/2015-9/30-2016	\$148,487 / \$148,487
Delp, Linda	Hazardous Materials Worker Health & Safety Training	NIH-NIEHS National Institute Of Environmental Health Sciences	Cooperative Agreement	8/1/205-7/31/2016	\$1,808, 857 / \$9,673,900
Delp, Linda	Worker Occupation Safety and Health Training Education Project	CA/Department of Industrial Relations	Contract	7/1/2015-6/30/2016	\$220,000 / \$220,000
Delp, Linda	School Action for Safety and Health (SASH)	University Of California, Berkeley/CA/Department Of Industrial Relations	Subcontract	7/1/2015-6/30/2016	\$5,000 / \$5,000
Wong, Kent	The Community Health Leadership Project	The California Endowment	Grant	6/1/2016-5/31/2017	\$385,000 / \$385,000
Wong, Kent	Social Program Agreement - Labor Center	County of Los Angeles	Contract	6/1/2015-6/30/2016	\$1,000 / \$1,000
Wong, Kent	Dream Summer Community Health Leadership Program	The California Endowment	Grant	6/1/2015-5/31/206	\$414,597 / \$825,000
Shadduck-hernandez Janna L.	Parent Worker Engagement and Organizing: Building to Building, Janitor to Janitor, School to School	W. K. Kellogg Foundation	Grant	6/1/2014-5/31/2017	\$178,000 / \$430,000
Wong, Kent	Western Summer Institute on Union Women	The Berger Marks Foundation	Grant	3/1/2016-9/30/2016	\$10,000 / \$10,000
Delp, Linda	Development of Entertainment Safety Curriculum	Iatse Entertainment and Exhibition Industries Training Trust Fund	Contract	3/1/2016-12/31/2016	\$95,174 / \$95,174
Wong, Kent	Dream Resource Center	New World Foundation	Grant	1/29/2016-1/29/2017	\$60,000 / \$60,000

# Highlights of 2015-16

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

## Student Involvement

From researching to presenting at workshops to assisting through Graduate Student Researcher (GSR) positions, students are an active and important component of IRLE's works.

## Student Research

- Masters of Urban Planning Students, **Andrew Matsas** and **Xochitl Ortiz**,



Patrick Adler

assisted former IRLE director, Chris Tilly with global research on organizing among informal workers in construction and domestic work. Urban

Planning Doctoral student **Patrick Adler**, contributed in quantitative data analysis and writing to how unions relate to the minimum wage using the context of the \$15 minimum in Los Angeles (resulting



Trevor Thomas

in State of the Unions 2015). In addition, **Trevor Thomas**, an Urban Planning Doctoral student created the graphics and interactive web interface.

## Research Publications

### Get to Work or Go to Jail

The infographic is a red and white illustration. At the top, it shows a cycle: a worker is late, the employer calls the cops, the worker goes to jail, and then the worker is back at work. Text boxes include: "OK, I'LL MAKE A DEAL WITH YOU. IF [WORKER] DOESN'T COME TO WORK WHEN HE IS SUPPOSED TO... I'LL PUT HIM IN JAIL ON YOUR SAY SO." and "WHEN [EMPLOYER] CALLS ME UP AND TELLS ME THAT YOU ARE LATE OR THAT YOU'RE NOT THERE, I'M GOING TO SEND THE COPS OUT TO ARREST YOU." Below this is the title "GET TO WORK OR GO TO JAIL" in large, bold letters. A central flowchart shows: "LET'S SAY YOU'RE ON PROBATION, PART OF YOUR CONDITION OF FREEDOM IS THAT YOU WORK." leading to a jail icon, then "NOW, WHEN YOU'RE ON THE JOB, YOU'LL DO WHATEVER YOU CAN TO KEEP IT!" leading to a worker icon, then "BECAUSE YOU DON'T JUST GET CANNED, YOU CAN GET PUT IN THE CAN." leading to a jail icon. Below this, a flowchart shows: "YOU COULD END UP IN THE SAME SITUATION IF YOU OWE A CRIMINAL FINE OR CHILD SUPPORT AND CAN'T AFFORD TO PAY IT." leading to "FINE?" and "NO MONEY?" which then lead to "THEN..." and "GET A JOB OR DO COMMUNITY SERVICE" which leads to "OR GO TO JAIL!". A speech bubble says "WHY HIRE SOMEONE WHEN I CAN GET THE WORK FOR FREE?". A box states "AT ANY GIVEN TIME, THOUSANDS OF AMERICANS ARE LOCKED UP FOR NOT HAVING A JOB." Below this, it says "THAT MEANS:" followed by icons for "UNPAID OVERTIME", "NO ORGANIZING", and "UNSAFE CONDITIONS". At the bottom right, it says "IT'S TOO MUCH POWER FOR EMPLOYERS" and includes the UCLA Labor Center and UCLA School of Law logos.

In March 2016, the Labor Center released “Get to Work or Go to Jail: Workplace Rights Under Threat” in collaboration with the UCLA Institute for Research on Labor and Employment and A New Way of Life Reentry Project. The report explains how it is not only difficult for people coming out of jail to find work but that the criminal justice system can also lock workers into bad jobs or punish them

for being unable to find work. Nine thousand people a day are incarcerated nationwide for violating their probation or parole requirement to hold a job. Two-thirds of those incarcerated for not paying child support were working full-time jobs but only earning \$1000 per month.

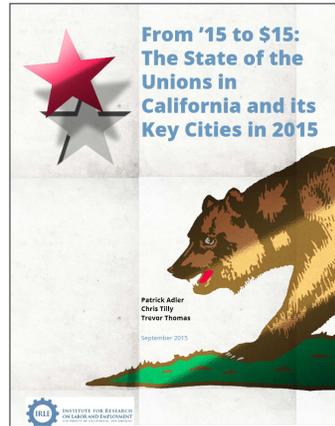
### Policy Briefs

During the academic year of 2015-16, IRLE published several new policy briefs surrounding topics of family friendly work policy, undocumented youth, low wage work on the south coast, and property tax limitations. A few briefs include:

- I. No. 30 “Enforcement Strategies for Empowerment: Models for the California Domestic Worker Bill of Rights”
- II. No. 31 “Informal Interactions, Gender, and Hierarchy: Barriers to Nurse-Physician Collaboration in a West Coast Hospital”
- III. No. 32 “Representations of Unions in American and Canadian Social Studies Standards”
- IV. No. 33 “Driven to Poverty: Misclassification & Wage Theft in Southern California’s Short Haul Trucking Industry”

### State of the Unions 2015

Each year on Labor Day, the Institute for Research on Labor and Employment (IRLE) releases a report on the State of Unionization in Los Angeles, California, and the United States. The 2015 State of the Union report focused on how unions relate to the minimum wage, in the context of the \$15 minimum in Los Angeles. Graduate Student Researchers



Patrick Adler and Trevor Thomas assisted with the report.

This year, IRLE readers had the opportunity to explore the state of the unions themselves. The

interactive State of the Unions app allows users to delve into how unionization in the US varies with age, educational status, sector, and geography.

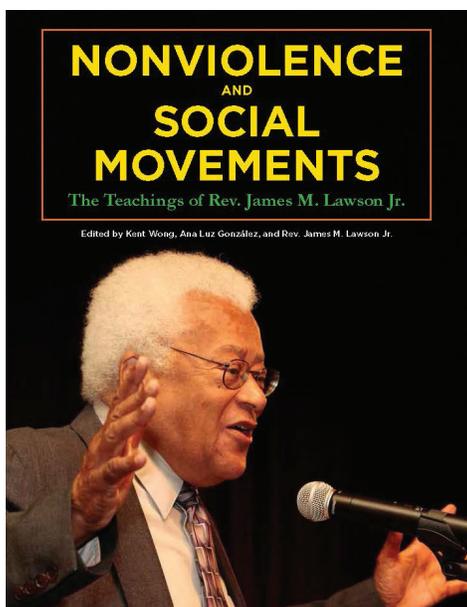
### Working Papers

IRLE research affiliates, scholars, staff and faculty contribute to IRLE’s working paper series, which has a total of 81 publications published between 2006 and 2016. The following working papers were submitted in 2015 through 2016

- I. Fiscal Decentralization, Rural Industrialization, and Undocumented Labor Mobility in Rural China (1982-87)  
Yiu Por (Vincent) Chen | August 2015
- II. Temporary Agency Jobs in Japan: Bad Employment Contracts or Bad Employment Relationships?  
Tomoyuki Shimanuki | April 2016
- III. Matters Settled but Not Resolved: Worker Misclassification in the Rideshare Sector  
Pamela Izvanariu | June 2016
- IV. ‘Making Visible in the Invisible’: A Glimpse into the History, Evolution and Current Dynamics of Domestic Work Relationships in Sudan  
Hadelzein Elobeid | June 2016

## New Book

- I. “Nonviolence and Social Movements: The Teachings of Rev. James M. Lawson Jr.” Edited by Kent Wong, Ana Luz Gonzalez, and Rev. James M. Lawson Jr., July 2015  
In Rev. Lawson’s book, five powerful case studies explore how individual acts of conscience can lead to collective action and how the practice of nonviolence can build a powerful movement for social change. This publication emerged from a class taught by James Lawson, Kent Wong, Kelly Lytle Hernandez, and Ana Luz Gonzalez at UCLA, and was written by students who were inspired by the class.



## Staff Publications

Improving the state of labor and employment can only be done by engaging in discussions on the economy, workers, and policy. IRLE staff contribute to these discussions by publishing their research in academic journals and community outlets.

## IRLE Academic Unit

1. “A New Social Construction of Skill.” With Chris Warhurst and Mary Gatta. Forthcoming in John Buchanan, David Finegold, Ken Mayhew and Chris Warhurst, eds., *Oxford University Press Handbook of Skills and Training*. Oxford University Press, forthcoming.
2. Co-editor with Sarah Mosoetsa and Joel Stillerman (Special Issue).
3. “Precarious labor, South and North: An introduction,” with Sarah Mosoetsa and Joel Stillerman, 5-19.
4. “The unexpected power of informal workers in the public square: A comparison of Mexican and US organizing models.” With Enrique de la Garza, José Luis Gayosso, and Hugo Sarmiento, 131-52.
5. “The future of work: Escaping the current dystopian trajectory and building better alternatives.” With Peter Evans. In Stephen Edgell, Heidi Gottfried, and Edward Granter, eds, *Sage Handbook of the Sociology of Work and Employment*. Sage Publications, 2015.

## Labor Center

1. David Bacon, “Your Liberation Is Linked to Ours,” 2015.
2. Dream Resource Center, “Get Healthy, California!,” 2016.
3. Emily Erickson, Victor Narro, Victor, Janna Shaddock Hernández, and Abel Valenzuela, “Conveying Carwash Owners’ Stories,” 2015.
4. Kent Wong and Nancy Guarneros, eds., *Dreams Deported: Immigrant Youth and Families Resist Deportation*, 2016.

5. Victor Narro, Saba Waheed, and Jassmin Payaoan, "Building a Movement Together: Workers Centers and Labor Union Affiliations," 2015.
6. Noah Zatz, Tia Koonse, Theresa Zhen, Lucero Herrera, Han Lu, Steven Shafer, and Blake Valenta, "Get to Work or Go To Jail," 2016.
7. Rev. James M. Lawson Jr., ed., *Nonviolence and Social Movements: The Teachings of Rev. James M. Lawson Jr.*, 2016.
8. UCLA Community Scholars, "Central American Resource Guide," 2015.
9. UCLA Community Scholars, "Pop-Up Public Health Fair: A Toolkit for MacArthur Park," 2015.
10. UCLA Community Scholars, "Searching for Home: A Snapshot of Immigrant Renters in Westlake/Pico Union," 2015.
11. UCLA Community Scholars, "Strategies for Economic Survival: A Labor and Employment Assessment of Westlake and Pico-Union," 2015.
12. Saba Waheed, Janna Shadduck-Hernández, Alfredo Alvarez, Mohammad Khairul Amin, Diana Campos-Valenzuela, Mark Anthony Franco, Enedina Geraldo, Lucero Herrera, Yanelly Marin, Reyna Gabriela Orellana, Patricia Orozco, Jeylee Alejandra Quiroz, and Blake Valenta, "I am a #YOUNGWORKER," 2015.
13. Saba Waheed and Stefanie Ritoper, "Stitching Together a Story: Workshop and Classroom Guide," 2015.
14. Saba Waheed, Lucero Herrera, Reyna Orellana, Blake Valenta, and Tia Koonse,

"Profile, Practices and Needs of California's Domestic Work Employers," 2016.

15. Saba Waheed, Lucero Herrera, Stefanie Ritoper, and Victor Narro, "Policy Brief: Ridesharing or Ridestealing?" 2015.
16. Saba Waheed, Lucero Herrera, Blake Valenta, and Janna Shadduck-Hernández, "Young Workers in Los Angeles: A Snapshot," 2015.

## Events

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

### Annual Events



#### **HARRT Annual Retreat [November 5 - 7, 2015]**

The Human Resources Roundtable Senior Executive members joined UCLA faculty and guest presenters for HARRT's annual retreat. The 2015 retreat included topics such as "Combining the Science of Elite Performance with Executive Coaching," "Mindfulness in the Modern Corporate World," "Creative Change: How HR Can Champion Creativity in

Organizations,” and “Tackling Diversity and Inclusion with Advanced Analytics.”

**2015-16 Annual Benjamin Aaron Labor Law Lecture [February 23, 2016]**



*Chris Tilly and David Weil*

This annual lecture series is held in honor of Benjamin Aaron, a leading expert on U.S. and comparative labor law. Professor Aaron was Director of IRLE from 1960-1975 and a Professor of Law at UCLA from 1960 until his death in 2007. The 2015-16 program featured Dr. David Weil, Administrator of the Wage and Hour Division of the United States Department of Labor. Dr. Weil spoke about priorities and initiatives at the Hour and Wage Division, including the Wage and Hour Division’s strategic enforcement and opportunities for stakeholder engagement with the agency to raise compliance behavior. This event is sponsored by the UCLA Institute for Research on Labor and Employment, the Los Angeles County Bar Association - Labor and Employment Law Section and the Project on Work and Employment Regulation, UCLA School of Law.

**Workers’ Memorial Week of Action [April 25, 2016]**

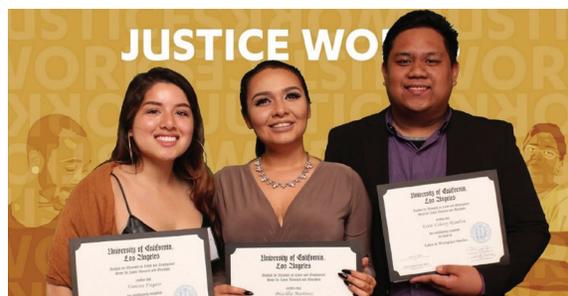


The UCLA Labor Occupational Safety and Health Program hosted screenings of “A Day’s Work,” a documentary produced by David Desario at the UCLA James West Alumni Center and Los Angeles Trade Technical College. The film is a wake-up call about the dangers posed by temp work and highlights how this growing trend can erode safety and job stability - with life-threatening results for workers and families. Told from the perspective of his younger sister, we see Day, a 21-year-old full of enthusiasm about his first - and last - day of work. Speakers and panelists included: Debra Lee of Cal/OSHA, Teni Adewumi of Students of Color for Public Health, Mike Munoz of the Warehouse Worker Center, Noah Katz of UCLA Law School, Linda Delp of UCLA-LOSH, and Rita Kern of UPTE-CWA 9119.

**2016 UCLA Labor Center Banquet [May 19, 2016]**

The 2016 banquet was held at the Center at Cathedral Plaza in Downtown Los Angeles. This year’s honorees were three outstanding women leaders who have dedicated their lives

to advancing social and economic equality. The honorees were Julie A. Su, California Labor Commissioner, State of California, Mike Garcia, President Emeritus, SEIU United Service Workers West, and Anthony Rendon, Speaker of the Assembly, California State Assembly, 63<sup>rd</sup> District.



## 2015-2016 Colloquium Series

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

October 28, 2016	<b>The Hand That Feeds</b> Rachel Lears, Director, Producer, Cinematographer Robin Blotnick, Director, Producer, Editor Abel Valenzuela, UCLA Chicana/o Studies & Urban Planning	Presented by the Institute for Research on Labor and Employment (IRLE); cosponsored by the UCLA Labor Center, and UCLA Department of Film, Television, & Digital Media
November 18, 2015	<b>Transnational Labor Alliances: Power, Coordination, and Why Some Succeed</b> Marissa Brookes, UCR, Political Science Kent Wong, UCLA Labor Center	Presented by the Institute for Research on Labor and Employment (IRLE); cosponsored with UCLA Political Science and UCLA International Institute
March 30, 2016	<b>Apple, Foxconn and China's New Working Class: Political Economy of Global Production</b> Mark Selden, Cornell University, East Asia Program Ching Kwan Lee, UCLA, Sociology	Presented by the UCLA Institute for Research on Labor & Employment; cosponsored by the UCLA Center for Chinese Studies, the UCLA Asia Institute, and UCLA Department of Sociology
April 6, 2016	<b>Occupiers and Dreamers: Insiders and Outsiders in a New Political Generation</b> Ruth Milkman, CUNY Graduate Center, Sociology Veronica Terriquez, UC Santa Cruz, Sociology	Presented by the UCLA Institute for Research on Labor & Employment; cosponsored by the UCLA Department of Sociology and Sociology Working Group on Contentious Politics and Organizations
April 18, 2016	<b>Uber Drivers: Independent Contractors, Employees, or Something Else?</b> Guy Davidov, Hebrew University School of Law Sanjukta Paul, UCLA School of Law Katherine Stone, UCLA School of Law Noah Zatz, UCLA School of Law	Presented by UCLA Institute for Research on Labor and Employment (IRLE), UCLA Law Public Interest Law Program (PILP), UCLA Law Project on Work and Employment Regulation (POWER), UCLA Globalization and Labor Standards Project (GALS)
April 28, 2016	<b>Low-wage Workers and Public Policy: Marginalization, Coercion, and Alternatives</b> Kelly Lytle-Hernandez, UCLA History Rocío Rosales, UC Irvine Sociology Noah Zatz, UCLA School of Law Walter Nicholls, UC Irvine Planning, Policy, and Design Tom Wong, UC San Diego Political Science Eileen Boris, UC Santa Barbara Feminist Studies	Presented by the Institute for Research on Labor and Employment
May 4, 2016	<b>Community Bank and Banking Structure Effects on Local Economies, Unemployment and Recovery: An Economic Sociology Perspective</b> Marc Schneiberg, Reed College, Sociology Bill Roy, UCLA, Research Professor Emeritus, Sociology	Presented by the UCLA Institute for Research on Labor & Employment; cosponsored by the UCLA Department of Sociology and Sociology Working Group on Contentious Politics and Organizations
May 25, 2016	<b>Does innovation Go with Social Inclusion? Multinational Corporation in Mexico</b> Jorge Carrillo, El Colegio de la Frontera Norte (COLEF) Eric Sheppard, UCLA, Geography	Presented by the UCLA Institute for Research on Labor & Employment; cosponsored by the UCLA Center for Mexican Studies and UCLA Anderson School of Management and Organizations

## Cosponsored Events

### **Protecting Immigrant Workers: New Strategy for Strengthening Labor Standards Enforcement [January 29, 2016]**

*Speaker: Janice Fine, Rutgers, The State University of New Jersey, Labor Studies and Employment Relations*

Presented by the UCLA Center for the Study of International Migration; cosponsored by the UCLA Institute for Research on Labor & Employment

### **Bonded for Flexibility: Migrant Workers in Qatar's Construction Industry and Beyond [February 12, 2016]**

*Speaker: Natasha Iskander, NYU Wagner, Public Policy*

Presented by the UCLA Center for the Study of International Migration; cosponsored by the UCLA Institute for Research on Labor & Employment

### **Racializing Normative Markets: Whiteness, Masculinity, and the "Efficiency" of Networks [May 12, 2016]**

*Speaker: Karen Ho, University of Minnesota, Anthropology*

Presented by UCLA Department of Anthropology - Culture, Power, Social Change; cosponsored by the UCLA Institute for Research on Labor & Employment

### **Black Feminism, The Carceral State, and Abolition [May 19, 2016]**

*Speaker: Sarah Haley, UCLA Gender Studies*

Presented by UCLA Gender Studies; cosponsored by the UCLA Institute for Research on Labor & Employment and the UCLA Center for the Study of Women

## Special Events

### **MBA Case Competition [February 18-21, 2016]**



HARRT co-hosted a People Strategy Case Competition with T-Mobile, and HTBA (now AnderTech), an Anderson Student Association. 50 MBAs competed. \$5,000 in cash and prizes was awarded to the 1st, 2nd, & 3rd place team. Additionally, the winning team received first round interviews with T-Mobile. \*T-Mobile used the Case Comp to recruit for summer internships and full-time employment. The winning team also presented to an audience of 200+ senior HR officials from California's top companies at the 2016 HARRT Day of Learning.

### **Day of Learning [April 7, 2016]**



The 2nd annual Day of Learning was held on the UCLA campus at Carnesale Commons. More than 180 human resources professionals from global companies and institutions located in the Western United States were in attendance. During the day, several key topics affecting the practice of human resources were discussed including: "Uber- The Employment Game Changer," "Human Resources Partners – Are We Friends? Are We Foes?" and "How LinkedIn is Creating the HR Organization of the Future."

The global consulting firm Towers Watson partnered with HARRT on this event and key presenters from their national practice were joined by HARRT Sr. Executives who discussed their new direction in human resources.

**Professional HR Recruitment Panel: UCLA Undergraduates: Prepare for the Job Market! [April 12, 2016]**

Four HARRT Associate Members participated in a two hour professional Human Resources recruitment panel for the Institute for Research on Labor and Employment's Labor and Workplace Studies Minor. Panelists provided interview tips and strategies to a group of undergraduate and graduate students, who gained information and insight on how to market, better prepare for, and navigate their educational and career journeys.



**Southern California UC Labor and Employment Researchers Convening [April 28, 2016]**

Researchers from Southern California's UC campuses came together to generate ideas for UCLA IRLE funding initiatives that would help stimulate network-building and collaboration

research across the SoCal UCs. This research forum took a broad look at emerging issues of immigrant integration, incarceration, and low-wage work. Six researchers from the four UC campuses presented their cutting-edge research, looking at the destructive effects of many policies currently in place, but also at alternatives to move toward economic and social justice.

**May Day [May 1, 2016]**

May 1st is the International Worker's Day, which is a rich and powerful LA tradition of community engagement, diversity, and mobilization. Each year the May Day Coalition in Los Angeles organizes one of the many marches, gathering thousands of people, organizations, and supporters in order to bring awareness to the intersecting struggles of the working class people of Los Angeles.

Sponsors of this event included: UCLA Labor Center, Institute for Research on Labor and Employment, and Labor & Workplace Studies Minor

**HARRT Roundtables**

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

**Executive Round Table**

HARRT welcomed several new members to the Sr. Executive Round Table in 2015-2016. Namely, LMU, Fullscreen, AECOM, Plantronics, Activision Blizzard, Lionsgate, Mercer, Epson, and CalTech. The membership currently has 49 members. HARRT has expanded its



program offerings to the senior human resources executives with extended sessions and topics that included, “Gaining the Talent Management Edge through Corporate Responsibility”, “T-mobile: UnThinking HR”, “New Science and Technology for Succession” and “The Comcast NBC Universal Diversity Initiative.”

### Associate Round Tables



HARRT also welcomed many new members to the HARRT Associate Program, which has now grown to over 50 members. This new program offered several informative sessions to the select group of human resources professionals. These Associates are direct reports to our Sr. Executive members and have

to be nominated for the program. Some of the topics discussed in 2016 include, “Refining HR Business Partner Skills,” “The Impact of Process and Perception on Team Effectiveness,” and “Talent Acquisition to Predictive Hiring: Target, Engage, Select, and Promote the Right Talent to Advance your Business.”



# Issue Areas

## Educating for Better Workplaces

Through the programs of the Academic Unit, the Labor Center projects, the OSHA educational trainings, and the HARRT roundtables, IRLE devotes significant resources to connecting research and education through applied research and educational outreach in order to improve working conditions, with a particular focus on the Los Angeles area.

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

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

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

structures that impact working people in Los Angeles.

With 190 students enrolled in the Labor & Workplace Studies minor in 2015-2016, student interest in our program continues to increase. To meet this demand, IRLE is in the process of expanding, institutionalizing, and systematizing the curriculum and service learning placements so that all our students have the opportunity to draw from a varied course schedule and participate in high-quality experiential learning.

### Labor and Workplace Studies Students: At a Glance

The Labor and Workplace Studies students come from a variety of majors, encompassing disciplines spread across both social and natural sciences. In addition, 72 students graduated with Labor and Workplace Studies in June 2016, becoming the largest graduating class for the minor.

## 2015-2016 Labor and Workplace Studies Students Breakdown by Primary Major

Enrollment Breakdown by Primary Major	Number of Students
African American Studies	2
American Literature	1
Anthropology	1
Art History	1
Asian American Studies	5
Chicana/o Studies	36
Communication Studies	2
Economics	4
English	3
Gender Studies	11
Geography	3
Global Studies	2
History	12
Human Biology & Society	1
Humanities	1
International Development Studies	6
Latin American Studies	1
Life Sciences	1
Linguistics	1
Music	1
Philosophy	3
Physical Sciences	1
Political Science	24
Psychology	17
Sociology	42
Spanish	6
Undeclared	2
<b>Total</b>	<b>190</b>

### Service Learning

Over 70 UCLA students completed 10 hours or more in more than 13 service learning activities throughout Los Angeles and neighboring areas. Students engaged in events, workshops and activities around local social movements, which have been inspired by the philosophy of nonviolence. Examples of active participation in contemporary social movements in Los Angeles included outreach for May Day, transportation logistics support for an environmental justice march against fossil fuels, recruitment for Workers Memorial

Day events; logistical and committee support for the Immigrant Youth Empowerment Conference; and volunteer support for a Health and Immigration Clinic which took place at the downtown UCLA Labor Center.

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

#### National Day Laborers Organizing Network (NDLON) – Wage Claim Clinics and Guide

In order to provide concrete evidence of the overwhelming burden currently placed on workers when they wish to retrieve unpaid wages, students documented and processed at least 100 cases of wage theft within the county from members and allies of NDLON. The collection occurred during “Caravanas contra el Robo de Salario,” or mobile intake clinics at day labor corners, and a Saturday intake drive, tentatively titled “Defiende la Esquina,” in which student volunteers visited day labor corners and worker centers to conduct wage theft case intakes. These events included brief “Know Your Rights” trainings followed by discussions with workers about their experiences of wage theft and intakes when applicable. To implement this plan, students were trained on how to do an intake for the purposes of a wage claim. Students used popular education materials to teach



Chris Tilly, Toby Higbie, Gloria Chan, Gaspar Rivera-Salgado

workers about their rights so that they can better recognize when they have been victims of wage theft. Additionally, students created a guide on how to approach day laborers, which included supplemental information on privilege and additional list of resources.

### **Ethnographic Research with LAUSD**

In order to better understand the reproduction and alleviation of inequality in urban school programs, students conducted ethnographic, place-based research in specific LAUSD neighborhoods and in a specific Los Angeles K-12 school within that neighborhood. Students worked in teams, integrating non-participant, unobtrusive observations, key community and school stakeholder interviews, and LAUSD archival research to present an overview of the neighborhood. Students completed ethnographies on eleven schools, examining the systems, structures and everyday practices that sustain inequality in the school programs as well as explore some of the policies that intend to remedy educational disparities in these urban schools.

## **Internship Programs & Learning Opportunities**

### **Labor Summer Research Internship Program (LSRIP)**

LSRIP offers a dual learning experience for students over the summer. Through a combination of lectures, key readings, and active participation in hands-on research with local unions and organizations, students develop an understanding of critical debates regarding the role of research and socio-economic contexts that impact low-wage workers and their families. In summer 2016,

students helped develop and test a survey designed to map and capture primary data of street vendors in selected neighborhoods. This past year, students utilized quantitative and qualitative methods to examine and document the working conditions of car wash workers in Southern California. Working in partnership with the Community Labor Environmental Action Network (CLEAN) Car Wash Campaign, a joint effort between CLEAN and the Carwash Workers Organizing Committee (CWOC) of the United Steel Workers, students captured workers' voices and recorded the organizing efforts of the CLEAN Car Wash Campaign to achieve fair wages and better working conditions for car wash workers. In spring, students developed literature reviews, conducted interviews, and created and coded field observations to support the launch of the Labor Summer Research Internship project.



### **Young Worker Leadership Academy (YWLA)**

YWLA is an annual 3-day leadership training for teens on workplace safety & health, worker's rights and responsibilities, and community involvement. The program introduces young workers to policy, education, and media resources, and provides a forum for youth to plan service learning projects for their schools and communities. Projects focus on the development of accessible messages that

promote positive and safe employment for young workers and their families.

This year's YWLA took place in January 2015 in Berkeley, CA. Three teams from Los Angeles participated in the statewide YWLA, including John R. Wooden High School (Reseda, CA), College Bound Today (Montebello High School), and Teens Lead @ Work (sponsored by the Southern California Coalition for Occupational Safety and Health). LOSH staff co-facilitated various workshops at YWLA, in partnership with the UC Berkeley Labor Occupational Health Program (LOHP).



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

The Occupational Health Internship Program (OHIP) is a national summer program dedicated to helping students learn about the OHS field and working to prevent job injury and disease through partnerships with worker and community based organizations. OHIP has training sites across the country, including Los Angeles, where UCLA-LOSH hosts interns and places them within a union or worker organization to help investigate job-related health and safety problems among workers. LOSH hosted a 3-day national orientation for 24 interns from OHIP sites across the country. The orientation included workshops, panel discussions, and worksite visits. In summer

2016, UCLA-LOSH had four OHIP interns working on two projects: 1) Assess workplace exposures and health concerns among hair stylists, salon owners and cosmetology students (organization: Black Women for Wellness), and 2) Documenting the injury experiences of day laborers in Southern California (organization: National Day Laborer Organizing Network).



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

UCLA-LOSH provides free hands-on, interactive, one-day School Action for Safety and Health (SASH) courses that train key school district employees to become health and safety leaders for their districts and help improve their districts' employee safety program. The training covers key occupational safety and health concepts such as how to develop an effective Injury and Illness Prevention Program (IIPP) and how to take a leadership role in promoting health and safety for school employees. LOSH provided two SASH trainings in 2016:

- April 12: LOSH collaborated with Self-Insured Schools of California to host the training in Bakersfield, CA (Kern County). Thirty-three school district employees attended.

- May 16: LOSH collaborated with The Classical Academies to host the training in Escondido, CA (San Diego County). Twenty-five school district employees attended.

## Community Scholars 2015



A joint initiative of UCLA’s Department of Urban Planning and the Labor Center, the Community Scholars class convenes graduate students with community, labor, and city leaders to address a current issue or policy theme in Los Angeles. The 2016 Community Scholars project examined the community, labor, and environmental impacts of the Goods Movement System in Southern California. The class worked closely with the Los Angeles Alliance for a New Economy to further research and organizing on their Clean and Safe Ports project.

In 2016, Community Scholars also celebrated its twenty-fifth year of bringing students and workers together to tackle the pressing labor and societal issues facing Los Angeles. The Labor Center hosted the anniversary celebration honoring Community



Scholars Founding Director Gilda Haas and remembering the life and contributions of the late Jacqueline Leavitt, cofounder and urban planning professor.

### Domestic Work Employer Research

The Labor Center has been expanding its research on employers. In the spring of 2016, the center released the first comprehensive study of its kind, “Profile, Practices, and Needs of California’s Domestic Work Employers.” The research found that employer profiles cut across race, ethnicity, class, gender, and occupation lines, demonstrating the widespread need for domestic work. Sixteen percent of households (2 million households) in California employ domestic workers to provide child care, housecleaning, and support for seniors and people with disabilities. Families value domestic workers and need more domestic work support, but 49 percent of employers did not complete research or seek advice when setting conditions for hours, pay, and benefits.

The team of investigators and Labor Center staff coordinated and participated in numerous public events in Los Angeles and Sacramento to present research findings to community members, statewide organizations, and policymakers.

## LOSH Trainings

The UCLA Labor Occupational Safety and Health Program provides training as an effort to reduce job-related injuries and illnesses among California workers, with a focus on vulnerable worker populations. The trainings include a 24-hour Worker Safety and Health Specialist course for worker leaders, shorter awareness sessions particularly suited for low-wage workers in high-hazard, less formal workplaces; resources for small businesses seeking to establish mandated preventive programs, and a Young Worker Leadership Academy for community outreach.

### **Two Taking Action for Safety and Health (TASH) Injury and Illness Prevention Program (IIPP) Training for Small Business Trainings**

Injury and Illness Prevention Programs (IIPPs) are required in California workplaces and are a critical component of any health and safety program because they establish key procedures for protecting the health and safety of employees. The purpose of the program is to create a training program focused on developing effective IIPPs and targeting a range of industries in California. One of the trainings completed was:

- Coordinated and Co-facilitated with State Compensation Insurance Fund

(State Fund), a California's Workers' Compensation Insurance Provider. A successful partnership that reaches small businesses to help them develop and implement preventive safety programs that meet Cal/OSHA's IIPP Standard- 43 small business owners & managers.

**Training dates:** August 6, 2015 in Santa Ana, CA and November 10, 2015 in Moreno Valley, CA.

### **Health and Safety Awareness Sessions**

An awareness session involves teaching one or more activities from the 24-hour Specialist course for the purposes of promoting enrollment in a future WOSH Specialist course and reaching high-risk underserved working populations that may never be able to participate in a 24-hour training course.

- Institute for Popular Education in Southern California (IDEPSCA), Los Angeles. A successful partnership to reach day laborers who work as landscapers, construction workers, etc.
  - Three sessions took place on September 9, 10, and 11, 2015
  - Training topic: Heat Illness Prevention
- Building Skills Partnership (BSP), Los Angeles. Training for staff of BSP, a





California non-profit collaboration between SEIU USWW, commercial building owners and their client companies, janitorial contractors and community representatives.

- One Session took place on October 5, 2015
- Training topic: How Adults Learn Best
- SEIU USWW LAX Division, Los Angeles. Airport passenger service workers and union staff
  - Two sessions – October 6, 2015— Training topics: Bloodborne Pathogens and Effective Health & Safety Committees.
  - February 18, 2016—Training topic: Workplace Health & Safety Committees.

- Eastside Stories Conference, Boyle Heights. East & South Los Angeles high school students and educators.
  - 2 sessions – June 4, 2016— Training topic: Young Worker Rights.

**Environmental Career Worker Training Spotlight**



In partnership with Los Angeles Trade Technical College and the Department of Toxic Substances Control, UCLA-LOSH provided 40-hour HAZWOPER and lead-awareness training to participants of the agency's workforce development program designed to prepare community members for environmental cleanup work related to the former Exide lead battery recycling facility. In the first phase of the project, participants were trained for jobs conducting lead sampling and remediation in an estimated 10,000 properties surrounding the Exide facility.

### Capacity Building for Labor Unions – Airport Workers

UCLA-LOSH was approached by SEIU- United Service Workers West (USWW), to build their capacity to train workers through a labor-management program and to support the development of an effective Health and Safety program with worker representation. Classifications trained included LAX airport “below-the-wing” service workers – cargo handlers, ramp agents, baggage room workers and cabin cleaners. LOSH facilitated a range of 36 health and safety trainings, including basic awareness, skills building, and specialist courses designed to help worker leaders effectively participate in joint labor-management Health and Safety committees.

## Black Worker Center

In 2010, the Labor Center launched the country's first black worker center in the country, as an outgrowth of the center's African American Union Leadership School. Since its inception, the Los Angeles Black Worker Center has worked to reverse the black jobs crisis in Los Angeles by increasing access to quality jobs, reducing employment discrimination, and improving industries that employ black workers. The Black Worker Center has now become its own independent organization.



# Improving Low-wage Work

UCLA IRLE initiatives aim to improve low-wage work, serve a broad range of Californians, and include important research that assist with making jobs better. Below details the highlights of IRLE and its unit's activities that focus on improving work for those in the low wage sector.

## LOSH Community Outreach and Education

Projects are aimed to develop community educators (community health workers / promotoras) and community partnerships to supplement workplace-based worker education and improve outreach to low-wage immigrant workers with limited English proficiency situated in high hazard industries (in the informal sector or under complicated employment relationships, i.e. dual employment, temporary work).

Community Outreach Projects include:

### **Short Educational Presentations & Material (i. e. Consulates and Health Fairs)**

Since 2006, LOSH COE Representatives have facilitated short sessions and distributed educational materials for workers visiting their consulates on personal business. Out of this partnership, UCLA-LOSH takes part in community events organized by the Los Angeles Mexican Consulate, such as Labor Rights Week last August 31 - September 4, 2015.

### **Community Based Partnerships (with Worker Centers, Churches and other CBOs)**

Long term partners include the Instituto de Educación Popular del Sur de California (IDEPSCA), the Garment Worker Center (GWC), Warehouse Worker Resource Center (WWRC), Esperanza Community Housing Promotoras Program, Southern California Coalition for Occupational Safety and Health (SoCalCOSH), among others. Collaborations build capacity to promote worker safety and health as part of community campaigns that address workers' rights and public health issues.

### **Awareness Sessions, Targeted Outreach and Materials (Community Networks and Events)**

Training supports the development and adaptation of targeted outreach strategies and educational resources. Currently LOSH staff is working with the Statewide Promotoras Network 'Visión y Compromiso' (VyC) to develop a workshop on workplace violence for their 2016 Conference. VyC is a nationally



recognized local organization dedicated to improving the health and well-being of underrepresented communities via ongoing leadership development, capacity building, advocacy training, and support to over 4,000 Community Health Workers / Promotoras. LOSH staff have participated through workshops and an interactive resource table for the last few years. The 2016 VyC National Conference will take place in Ontario, CA, October 27-29, 2016.

## Re:Work Institute for Worker Justice

The Re:Work project leads engaged research projects and forges partnerships between worker centers and unions.

### Wage Theft

Across California, thousands of people work for free unscrupulous employers violate wage and hour laws. In 2010, the Labor Center published critical research on wage theft, Broken Laws, Unprotected Workers and Wage

Theft and Workplace Violations in Los Angeles, showing that low-wage workers in Los Angeles lose \$26.2 million in wage and hour violations every week.

This year, Labor Center staff played a key role as experts and technical advisors for media and policymakers, as local and state policy on wage theft advanced. The first minimum wage increase went into effect on July 1, 2016, moving slowly toward the new minimum wage of \$15 per hour. The State of California subsequently announced its move toward a \$15 per hour minimum wage.

As cities and state municipalities move to implement the new minimum wage, the Labor Center is collaborating with workers and policymakers to ensure that the wage can be effectively enforced, including providing technical assistance to government agencies across the state in establishing wage theft offices.

### Young Worker Research Project

Young workers are the faces that greet us in coffee shops, fast food establishments,

retail stores, restaurants, and markets. Over a quarter of all Los Angeles workers are between the ages of sixteen and thirty. They are a core part of our economy yet in Los Angeles County, their unemployment rate is 16 percent, double the national rate. Far from the stereotype of privileged millennials, young workers are diverse and face multiple struggles to make ends meet. The Labor Center's study, "Young Workers in Los Angeles," compiles data on wage earners between the ages of eighteen and twenty-nine employed in low-wage industries.

The Young Worker Research Project is a multimethod research and media project that has engaged young workers as researchers. The project included students from campuses across Southern California and workers from diverse industries, community organizations, and unions. Young people were at the forefront of the project, developing the research instruments, fielding the survey, conducting interviews, coding the data, creating visual presentations, and acting as spokespeople with the media and in policy arenas to disseminate the findings.

Over the past year, the Young Worker Research Project culminated in the release of the report "I am a #YOUNGWORKER," which integrated multimedia, arts, and culture. The SolArt collective worked with the center to photograph and capture audio stories of LA young workers. The center released the report at a public photo gallery opening where artists Diana Gameros, Teada Performances, and Sessions LA performed.

Funded by UCLA's Lemelson Award for Innovative Digital Projects in Social Research,

the Young Worker Research Project team also created and released an animated film. The team is currently creating a curriculum on young worker rights and piloting it with community organizations across Southern California.



### Parent Worker Project

With funding from the Kellogg Foundation, the Parent Worker Project kicked off its first cohort, collaborating with janitor parents to expand their leadership skills through workshops, field trips, and cultural activities at worksites, schools, and union halls. Parents learn about the public education system, how to voice their interests and concerns, and how to foster meaningful partnerships to improve their children's education. By engaging low-wage immigrant janitor parents at work, at school and within in their communities, and in their unions, the Parent Worker Project is developing a cadre of parent leaders to advocate for their children's education.



# Immigrant Integration

IRLE's work in the area of immigrant integration is helping to develop a key channel for workforce upward mobility for a whole generation of young immigrants. It is a critically important step on working for broader immigrant integration and successful immigration reform, since educated young adults can play important brokering and facilitating roles for the broader immigrant population.

## Dream Resource Center

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



## Dream Summer

Since 2011, the Dream Summer Program has trained and placed six hundred immigrant youth leaders in fifteen states and raised over \$2.1 million to help immigrant youth fulfill their college dreams. As the very first national fellowship program primarily for undocumented youth, this program has become a model for the country.

The 2015 Dream Summer Program selected eighty fellows from a pool of nearly four hundred. Their leadership training focused on issues such as mass incarceration and deportation, Deferred Action programs, and education equity for undocumented youth. Separate cohorts focused on the intersection

of health care and immigrant rights in California and on worker's rights. Fellows from many different backgrounds were also placed in social justice and labor organizations across the country.

## Healthy California

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

This year, the project released a guide to affordable health care options in the state that provide services to undocumented Californians, "Get Healthy, California!" The program also continues to build on research emerging from the 2013 Dream Summer Healthy California cohort, which resulted in "Undocumented and Uninsured," the first study by and about immigrant youth that addresses their health care access. Researchers in the cohort surveyed 550 immigrant youth throughout California, including undocumented youth and recipients of Deferred Action for Childhood Arrivals.



# Global Flows and Networks

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

## IRLE Research

### Experiences Organizing Informal Workers

Experiencing Organizing Informal Workers is a global network of researchers conducting comparative research on informal worker organizing around the world. Continued work on Ford Foundation-funded 6-country comparative study of informal construction and domestic worker organizing; study is in the data collection phase. Graduate Student Researchers of Urban Planning Andrew Matsas and Xochitl assisted with the literature review.

### Global Retail Landscapes Research

Resulting from previous IRLE Global Retail Landscapes Research, a completed book manuscript, tentatively titled ***Where bad jobs are better: Why retail jobs differ across countries and companies*** (co-authored with Françoise Carré) was submitted to a publisher for review. The book looks at how and why retail job quality is different in different settings, using research from the US, Mexico, and 5 European countries. Graduate Student Researchers **Patrick Adler** (Urban Planning PhD) did quantitative data analysis, **Carolyn Vera** (Urban Planning Master's) did bibliographic assistance.

## Visiting Scholars

IRLE Visiting Scholars and Graduate Students are invited to spend a month to year in residence at UCLA, working on research projects and meeting with UCLA students and faculty. Visiting scholars enhance the intellectual progress of IRLE research projects, as well as contribute to the Working Paper series and colloquia. Through our network of visiting scholars, IRLE's research extends around the world. This map of our visiting scholars and visiting graduate researchers for 2015-2016, demonstrates just how global our research community is.



Roberto Véras de Oliveira



Jorge Carrillo Viveros



Ju Kong



Hadelzein Eloheid

- I. Roberto Véras de Oliveira – Associate Professor at Federal University of Paraiba, Brazil Ph.D. Candidate of Political Science at University of Kassel, Germany
- II. Jorge Carrillo Viveros – Associate Professor of Economics at Nanjing Audit University

- III. Ju Kong – Ph.D. Candidate of Sociology at Chung-Ang University in Seoul in South Korea
- IV. Hadelzein Elobeid – Ph.D., Sudan University of Science and Technology

## Global Solidarity

The Global Solidarity project builds international partnerships among labor leaders and scholars and conducts key research to improve labor standards and working conditions throughout the world.

This year marked the third consecutive year that the Rosa Luxemburg Stiftung New York Office cohosted a trinational exchange with the Labor Center’s Institute for Transnational Social Change. The two-day event, Solidarity from the Ground Up: An Organizers’ Trinational Exchange, included labor leaders from the United States, Mexico, and Canada. Representatives from the agricultural, energy, steel, mining, recycling, and auto parts industries shared strategies and promoted a culture of unity among trade unionists.



## El Salvador Project

Spurred by the tens of thousands of unaccompanied minors who have migrated to the United States from Central America at a rapidly increasing rate, the Labor Center launched a project to focus on this issue. The center hosted a delegation from El Salvador to discuss the reasons behind the mass migration and initiated a project to provide economic opportunities for at-risk youth, women, and deportees in El Salvador, by forging transnational alliances between American and Salvadoran labor organizations.

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