

# ILE: New Institute Comes of Age

Since its establishment in July 2000, the University of California Institute for Labor and Employment (ILE) has done much to revitalize academic research, education, and service programs focusing on the state's labor force. The ILE builds on the work of the Institutes of Industrial Relations (IIRs) at UC Berkeley and UCLA, established in 1945, and on their respective Centers for Labor Research and Education. As a statewide, multicampus research program, the ILE supports and promotes labor and employment research throughout the entire UC system.

The ILE's mission is to study and find solutions for problems of labor and employment in California and the nation. The Institute also serves as a unique bridge between the University and the state's labor community by facilitating multidisciplinary and collaborative research opportunities for faculty, professional researchers, postdoctoral scholars, and students. The Institute provides funding support for faculty and students to participate in research that will inform the University, policymakers, the labor movement, and others of

important trends and changes relevant to the state's workforce.

Established by an act of the California State Legislature, the ILE was developed through an intensive planning process carried out by a 15-person Transition Team appointed by the University of California's Office of the President (UCOP). The team, led by ILE interim co-directors Jim Lincoln and Paul Ong (then Directors of the

IIRs at UC Berkeley and UCLA, respectively) met frequently during the second half of the year 2000 and the early part of 2001 to craft a governance structure for the new Institute and to advise UCOP on the selection of the Institute's first Director. The team also developed a research grant and fellowship program and issued the ILE's first Request for Proposals in the fall of 2000, funding a wide variety of faculty research

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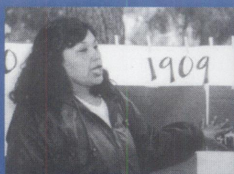
## ILE Graduate Student Research Conference

The ILE's first Graduate Student Research Conference was held at UC Santa Cruz from January 18–19, 2002. At the opening plenary session, ILE Director Ruth Milk-

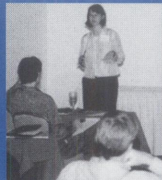


man emphasized the critical role that the Institute can play as a bridge between academia, the recently revitalized organized labor movement, and a California workforce that has undergone far-reaching demographic, technological, and organizational transformations. In addition

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**New  
Leadership  
School  
Launched**  
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**Living  
Wage  
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**'State of  
California  
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Report**  
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**New  
Homecare  
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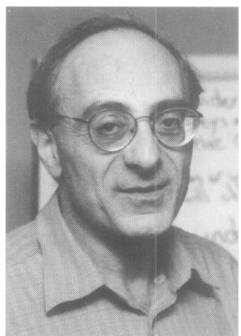




**Ruth Milkman**

projects as well as graduate student fellowships across the UC system. Subsequent RFPs were issued in spring 2001 and spring 2002.

In early 2001, Ruth Milkman, a UCLA Professor of Sociology whose research career has focused on labor and workplace issues and who also served on the Transition Team, was appointed as ILE Director. Michael Reich, a UC Berkeley Professor of Economics, was appointed as the ILE's Research Chair shortly afterward, and the Tran-



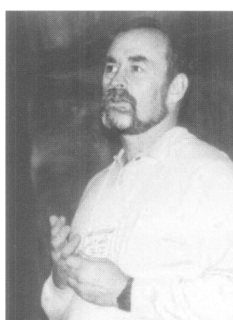
**Michael Reich**

sition Team was replaced by a new, smaller body, the eight-member ILE Governing Council, which makes all major policy and budget decisions for the Institute.

The Governing Council also established a Research Advisory Board, which makes funding decisions for the ILE's grants and fellowship programs. In July 2001, the UCOP appointed the ILE's Advisory Board, which is chaired by Professor Manuel Pastor of UC Santa Cruz. The Advisory Board, which meets twice a year, is comprised of faculty representatives from all UC campuses as well as a wide range of community representatives from around the state.

Peter Olney, the ILE's Associate Director, joined the organization in the fall of 2001. He holds an MBA from UCLA and has spent most of his career in

organized labor. Additional staff came on board during the summer and fall of 2001, including Margaret Leal-Sotelo, Chief of Staff, and Neal Sacharow, Communications Director.



**Peter Olney**

On March 9, 2001, the ILE held its first major conference at UCLA, on "The New Economy and Union Responses." The format of this gathering was somewhat unconventional. It was structured around presentations by experts from around the country who have spent their research careers in the field of labor and employment, in some cases working in organizations with missions somewhat akin to that of the ILE. The speakers were asked to give programmatic talks about the kinds of work people in the labor and employment field should be doing in the coming years. This was, in short, an institution-building conference that built on the experience of individuals and organizations from around the United States who have been active in labor policy research.

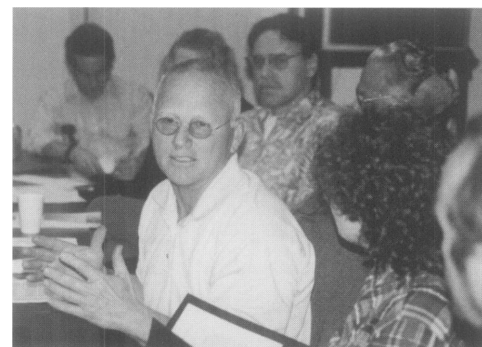
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***The ILE's research agenda focuses on three key areas: the 'new economy,' 'new labor,' and 'new workers' in California.***

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On this basis, the ILE developed a research agenda that focuses on three key areas: the "new economy," "new labor," and "new workers" in California. We are especially inter-

ested in supporting research on economic policy that can help forge a new social contract appropriate to the recent technological and organizational transformations in the state's workplaces; the current revitalization of the organized labor movement, which is especially concentrated in California; and the role of immigrant workers, who make up a large and growing proportion of the state's workforce. Although the ILE supports a wide range of research on labor and employment topics, these three areas are of particular importance for us.



**San Diego Roundtable**

The ILE has sought to build truly statewide capacity through outreach to all the UC campuses and the communities surrounding them. ILE-led roundtables bringing together faculty, students, labor leaders, policy makers, and community representatives were held in San Diego and Sacramento in the fall of 2001, and more are planned for the coming months.

The ILE's work both reflects and contributes to the California labor movement's role as a trendsetter for the nation. Building bridges between the academy and the world of labor, with a wide array of research, education, and service activities, the ILE is an important resource for the state and one that will continue to grow in visibility and capacity in the years to come. ■

# Leadership School Graduates First Class

Graduates of the first entirely Spanish-language labor leadership training in the United States received their diplomas on March 8 at UCLA. As part of a pioneering series of programs funded by the ILE and offered by the UCLA Labor Center, “El Colegio de Liderazgo Laboral” promoted leadership development among union workers throughout the greater Los Angeles region.

Twenty-six immigrant workers, representing janitors, hotel workers, garment workers, nursing home and health care workers, construction workers, and security guards participated in the weeklong, in-residence program. They were welcomed to the campus by UCLA Vice Chancellor for Research Roberto Peccei, Labor Center Director Kent Wong, and Ruth Milkman, Director of the ILE and the UCLA Institute of Industrial Relations. “We are very pleased that our Institute is able to open the doors of UCLA, with its many resources, to all of you,” Milkman said. “I hope this is the first of many teaching and learning exchanges between your communities and those of us here in the University.”

Spanish-speaking immigrant workers make up a large proportion of California’s workforce, and many are turning to organized labor for assistance in addressing workplace issues. A new generation of immigrant labor leaders is emerging, and it is precisely this group that the Colegio is designed to serve.

Kent Wong believes that participation in the California Union Leadership School’s programs provides a very special opportunity. “It brings together experienced educators and a broad spectrum of union members to address the big picture issues that individual



local unions normally don’t have sufficient time to explore,” he noted.

Class members were inspired by their experiences. They continued the work of the Colegio into the evenings with critical reviews of each day’s activities, small-group discussions, and film screenings. Many of the workers said the skills development training they received, including instruction in public-speaking, effective one-on-one communication, and details on how to conduct meetings, would be useful not only at work but in other aspects of their lives as well.

“It was exciting to learn about globalization and its impact on us as immigrants,” said Aaron Gonzalez of Service Employees International Union Local 1877, which represents Los Angeles janitors. “I will definitely take this information back to my union, as well as to my community.”

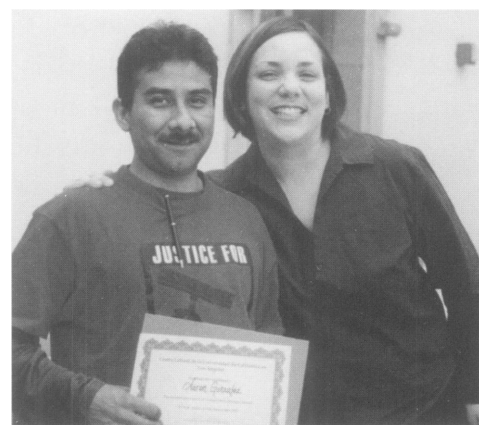
“It exceeded our most ambitious expectations,” said Project Director Stephanie Arellano, who supervised the program. “Participants were challenged to shift their focus from wages and benefits and to adopt a broader vision. They



*The Colegio curriculum included units on U.S. labor history and workplace health and safety issues*

left with a new understanding of their roles in their unions, their communities, and contemporary history.”

The California Union Leadership School will offer additional educational programs through the UCLA and UC Berkeley Labor Centers. ■



*Graduate Aaron Gonzalez with Colegio Director Stephanie Arellano*



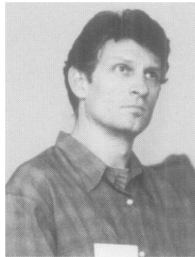
# Living Wage: Building a Research Agenda

On February 22, 2002, faculty and students from several UC campuses joined labor and community activists in Riverside for an ILE-funded research conference on the living wage movement. Organized by UC Riverside economist David Fairris, the gathering drew researchers from across the state and beyond.

Living wage ordinances require designated employers, usually those receiving contracts and/or economic development subsidies from local government agencies, to pay wages above those required by federal and state minimum wage laws.

Since Baltimore passed a path-breaking living wage ordinance in 1994, dozens of communities nationwide, including several in California, have enacted similar ordinances. The living wage movement is rooted in coalitions

of community groups, faith-based organizations, and labor unions committed to addressing the problems of the working poor.



David Fairris

impacts and other related consequences of raising the minimum wage by a significant amount."

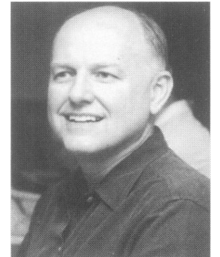


Stephanie Luce

"From the standpoint of the labor economist," conference organizer Fairris noted, "living wages are of interest because they provide a vehicle to study employment

Stephanie Luce of the Labor Center at the University of Massachusetts, Amherst, began the day with a keynote presentation titled, "The Living

Wage Movement and Questions for Researchers." Conference presentations and discussions explored the impact of living wage ordinances on workers, firms, and local governments. The presenters included Michael Reich, ILE Research Chair and Professor of Economics at UC Berkeley; David Runsten, a researcher at the UCLA School of Public Policy and Social Research; and Richard Sander, UCLA Professor of Law.



David Runsten

In a lively series of discussions, conference participants identified a host of research challenges presented by living wage laws. Do living wage ordinances eliminate jobs, as some opponents have alleged? Do they lead em-

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## Graduate Research Conference *continued from p.1*

to Milkman's presentation, the opening plenary, titled "The New Labor Movement: Perspectives from the Field," also featured presentations



Amy Dean

from Amy Dean from the South Bay Central Labor Council and Raahi Reddy of the Service Employees International Union.



Raahi Reddy

"What I most liked about the conference was the small, intimate atmosphere and the wonderful choice of speakers," one student said. "I appreciated the interdisciplinary nature of the gathering," said another. "This 'cross-pollination' of stu-

dents with common issues of concern is an important contribution of the ILE, and the focus on joining academics with activism injected an exciting, inclusive energy."

The interdisciplinary conference included fifteen additional sessions in which 50 graduate students from all over the UC system presented research papers from their ILE-funded projects. The session topics included: *Gender and Labor*, *Labor and Political Discourse*, *Migration and Wage Structure in Mexico and the U.S.*, *Labor and Education*, *Case Studies of Key Sectors in Los Angeles*, *White-Collar Work and Its Discontents*, *Labor and Economic Policy*, and *Labor and Politics in Historical Perspective*.

Faculty members from around the state served as discussants. They in-

cluded Abel Valenzuela (Urban Planning and Chicano Studies, UCLA); Dana Frank (American Studies, UCSC); Michael Burawoy (Sociology, UCB); Judy Stepan-Norris (Sociology, UCI); David Fairris (Economics, UCR); Margaret Weir (Sociology and Political Science, UCB); Edna Bonacich (Sociology, UCR); Paul Frymer (Sociology, UCSD); Manuel Pastor (Latino and Latin American Studies, UCSC); Stuart Tannock (Education, UCB); Gilbert Gonzalez (Chicano Studies, UCI); Peter Evans (Sociology, UCB); Nelson Lichtenstein (History, UCSB); and Carol Zabin (Labor Center, UCB).

The ILE plans to convene similar conferences for graduate students in future years. ■

## 'State of California Labor' Report to Appear in Fall

The ILE will release a detailed report on "The State of California Labor" (SCL) in the fall of 2002. "This will be a unique examination of key issues facing the California workforce," ILE Director Ruth Milkman noted. "The SCL will be an important new resource for academics, policymakers, labor organizations, and community groups as well as the general public."

The 2002 report will include analysis of newly collected data from an ILE-sponsored statewide sample survey on employment practices and worker attitudes about a range of issues. It will also include the results of the 2001 Union Census, a data collection effort on union membership in the state (on which no data have been collected since 1987), an ILE project currently underway in partnership with the California Department of Indus-

trial Relations. The 2002 SCL will include chapters authored by ILE-affiliated scholars on the following topics:

### **Job Quality and Economic Growth**

This analysis will focus on the quality of jobs in the state, analyzing the characteristics of jobs added to the state's workforce during the period of economic expansion from 1992–2000, particularly compared with previous periods of economic growth. This will include a comparison between Northern and Southern California's major metropolitan areas.

### **Employment Practices**

This chapter will analyze newly collected data from the 2001 ILE California Workforce Survey to document employment practices and public attitudes on a range of labor-related public policy issues, based on a sample survey of Californians.

### **Union Density in California**

This chapter will present a detailed portrait of the state's union membership, analyzing union density by industry, region, and for various demographic groups, and comparing California to the U.S.

### **Labor Relations Developments**

Recent labor relations developments, including union representation elections, major collective bargaining agreements, and other noteworthy data on labor relations in California will be analyzed here.

### **Labor Law Enforcement**

This chapter will provide a historical overview of California's labor legislation in such areas as wages and hours, workers' compensation, and health and safety legislation, with a focus on the recent history of labor law enforcement in the state. ■

## First ILE Postdoctoral Fellows Appointed

The ILE's new postdoctoral fellowship program recently completed its first round of competition. The program, designed for recent Ph.D.s, will support a new generation of scholars engaged in research on issues of labor and employment. Each year the program sponsors two postdoctoral fellows, one at UCLA and one at UC Berkeley.

ILE Fellows are selected on a competitive basis and awarded an annual stipend of \$45,500 (plus benefits) together with a \$3,000 research fund for the one-year program. Fellows are free of teaching and other administrative duties but are expected to participate in ILE conferences and programs during the fellowship year.

In 2002–03, the fellows will be Arindrajit Dube, who will receive a

Ph.D. in Economics in May 2002 from the University of Chicago, and John Logan, who holds a 2000 Ph.D. in History from UC Davis and is currently a lecturer in Industrial Relations at the London School of Economics and Political Science. Dube will be at UC Berkeley and Logan at UCLA.

Dube is a labor economist who wrote his dissertation on "New Labor Market Institutions and the Distribution of Income." His topic for the postdoctoral year is "Community-Based Organizing: The Scope of Collaboration Between the Labor Movement and Independent Worker Centers."

Logan is a historian whose work spans a range of issues in legal and labor history. He has published sev-

eral articles in industrial relations journals on employer opposition to unionization in the U.S., Canada, and the UK, and has also written on the issue of striker replacements. His topic for the postdoctoral year is "Using Public Policy to Revitalize the Right to Organize: A California Case Study."

The ILE Postdoctoral Fellowship Program was established to encourage highly qualified individuals to pursue scholarly research on labor and employment issues in an interdisciplinary setting. At each campus, Fellows have access to the full range of university resources (computers, faculty, libraries, etc.) and work with an ILE-designated faculty mentor in an environment that fosters interdisciplinary learning and collaborative research. ■



# ILE-Funded Homecare Research Showcased

The unionization of homecare workers in massive numbers is one of the proudest achievements of the California labor movement in the 1990s. In Los Angeles alone, 74,000 homecare workers, who feed, bathe, and clean for elderly and disabled persons, unionized in 1999 in the single largest organizing victory for the labor movement since 1937. These low-wage, largely female and minority workers are now members of the Service Employees International Union (SEIU).

A new ILE-funded study by economist Candace Howes of Connecticut College and Laura Reif, a faculty member at UC San Francisco, analyzes the ways in which the homecare occupation has been transformed by improved wages and conditions, thanks largely to unionization and living wage policies. The high turnover levels that were once typical of the occupation have decreased significantly, and this stabilization process has in turn led to enhanced quality of care for clients and

to improved living standards for homecare workers themselves.

This research was showcased in Fresno at the February 7 "Quality Homecare Conference," co-sponsored by the ILE. More than 150 participants came together to discuss the policy issues surrounding homecare work. Three stakeholder groups were represented: unions, disability and senior consumer organizations, and the county public authorities who are the employers of record. Elected officials in attendance included California Assemblywoman Dion Aroner, Susan Anderson and Bob Waterston from the Fresno County Board of Supervisors, and Henry Perea, President of the Fresno City Council.

The conference, organized by Loretta Stevens, Homecare Coordinator for SEIU's Western Region, UC Berkeley Labor Center Director Carol Zabin, UCLA Labor Center Project Director Linda Delp, and others from the ILE Homecare Working Group, was a highly effective forum for disseminating ILE research results to the

community. In addition to the Howes-Reif findings, presentations included one by UCLA Urban Planning professor Jackie Leavitt, who shared the results of her ILE-funded participatory research on Los Angeles' homecare workers' housing, transportation, and employment training needs.

As Zabin explained, participatory research has numerous advantages. In a project she is coordinating on the labor market conditions for homecare workers in Alameda County, workers themselves helped to design the survey instrument and to conduct interviews. "You get very high quality data this way," Zabin said. "Not only are the questions sharper, but respondents tend to give more accurate answers because of their built-in trust for the questioners."

This was the first-ever forum bringing together homecare researchers with key stakeholder groups in the community and in the labor movement. It exemplifies the potential for fruitful exchange between researchers, activists, and policymakers that the ILE is designed to facilitate. ■

## An ILE Resource: The UCB IIR Library

The ILE has provided new resources to enhance the excellent library housed at the UC Berkeley Institute of Industrial Relations. Under the supervision of Library Director Terence K. Huwe, this facility has been an important source of research support for many decades, serving labor researchers on and near the Berkeley campus. With the expansion of its electronic and Web-based resources, the UCB IIR library is increasingly able to serve as a resource for the state of California and beyond.

*Please see **Library**, page 7*

## ILE Conference on Union Organizing May 17, 2002—UCLA Faculty Center

The ILE is sponsoring a special one-day conference featuring new research on the problems and prospects of union organizing in the contemporary U.S. The meeting is designed to promote dialogue between academic researchers and union organizers and leaders. Previously unpublished papers by the following researchers will provide the basis for the conference presentations and discussions:

Kate Bronfenbrenner and Robert Hickey, Cornell University; David Lee, UC Berkeley and John DiNardo, University of Michigan; Marshall Ganz, Harvard University, Kim Voss, UC Berkeley, and George Strauss, UC Berkeley; Daisy Rooks, UCLA; Leslie Bunnage and Judith Stepan-Norris, UC Irvine; Steven Lopez, Ohio State University; Robert Penney, George Washington University; Preston Rudy, UC Davis; Teresa Sharpe, UC Berkeley

**Pre-registration is required. For more information,  
e-mail Jim Robbins at [robbins@ile.ucla.edu](mailto:robbins@ile.ucla.edu)**



## Living Wage *cont. from p.5*

employers to substitute more highly skilled, educated workers for those formerly employed at lower wages, a phenomenon sometimes called “labor-labor substitution”? What impacts do economic downturns have on the passage of living wage ordinances? These are among the questions the researchers present at the conference are investigating.

The mix of different disciplines and experiences represented at the conference made for a dynamic event. “It’s exciting to see academic attention drawn away from the ivory tower and theories and toward the real world,” Fairris said. He plans to continue to build a statewide research community on the living wage question and to compile an edited volume on the topic. ■

## Library *cont. from p.6*

The library specializes in materials on labor, employment, and industrial relations and maintains a print collection of more than 70,000 volumes. Thanks to interlibrary loan, these materials are available not only to local researchers but to scholars throughout the state of California and beyond. The library also hosts public exhibitions of labor art and photography and offers regular training sessions to interested researchers. Its Web site offers a wide variety of research resources and, with ILE support, is currently expanding that component of its work. Please visit the site at <http://iir.berkeley.edu/library>.

An important priority for the library staff is providing reference services by telephone and e-mail to researchers throughout the state. To contact a reference librarian at the UCB IIR library, please call (510)642-1705 or e-mail [iir@socrates.berkeley.edu](mailto:iir@socrates.berkeley.edu). ■



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### ILE Governing Council, 2001–02

Ruth Milkman

ILE Director; Director, UCLA Institute of Industrial Relations; and Professor of Sociology, UCLA

Peter Olney

ILE Associate Director

Tom Rankin

President, California Labor Federation

Michael Reich

ILE Research Chair and Professor of Economics, UC Berkeley

Kent Wong

Director, UCLA Center for Labor Research and Education

Carol Zabin

Chair, UC Berkeley Center for Labor Education

Jim Lincoln

Director, UC Berkeley Institute of Industrial Relations and Professor of Business, UC Berkeley

Chris Erickson

Associate Director, UCLA Institute of Industrial Relations and Professor, Anderson Graduate School of Management, UCLA

### ILE Advisory Board, 2001–02

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Director, Center for Justice, Tolerance, and Community, UC Santa Cruz (Chair)

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Executive Director, Los Angeles Alliance for a New Economy

Bob Balgenorth

President, California State Building and Construction Trades Council

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Laura Trupin

Senior Research Associate, UC San Francisco

Miriam Wells

Professor of Anthropology, UC Davis



## ILE Grants and Fellowships for 2002-03

The ILE is in the process of considering applications for research grants and fellowships for funding in the 2002-03 academic year. This is the third round of competition for such awards. Proposals may involve exploratory research on topics that have not been extensively studied in recent years; they may be analytical, they may be quantitative or qualitative, or they may be concerned with policy design and appraisal. Applications for projects on any labor and employment topic will be seriously considered, but the Institute will give special consideration to high-quality research proposals that have been developed jointly by university faculty and labor organizations, community-based organizations, or other policy organizations that are working to improve the social and economic well-being of California's working families. Proposals will be reviewed by the ILE's eight-member Research Advisory Board.

Program Category	Application Deadline	Award Announcement
Targeted Research Grants, ranging from \$15,000 to \$50,000	May 1, 2002	July 15, 2002
Small Research Grants, ranging from \$2,500 to \$15,000	May 1, 2002	July 15, 2002
Collaboration and Dissemination Grants	May 1, 2002	July 15, 2002
Doctoral Dissertation Fellowships, \$15,000 plus in-state fee remission	May 15, 2002	July 1, 2002
En-Route Master's and Pre-Dissertation Fellowships for Doctoral students, \$5,000	May 15, 2002	July 1, 2002
Fellowships for Professional Master's Projects and Theses, \$10,000	Oct. 30, 2002	Dec. 16, 2002

For application coversheets, budget worksheets, campus procedures and additional information, including a list of previous grantees, consult the ILE Web site at <http://www.ucop.edu/ile>.

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