

Raising the Bar

TO IMPROVE THE LIVES OF WORKING PEOPLE



UC BERKELEY
**LABOR
CENTER**

The Center for Labor Research and Education (Labor Center) at the University of California, Berkeley, is a public service program that links academic resources with working people. Since 1964, the Labor Center has produced research, trainings, curricula and other materials that deepen our understanding of employment conditions and develop a diverse, new generation of labor leaders.

The Labor Center brings together faculty, students, union members and community leaders to generate strategic approaches to key labor concerns, including the new economy, the changing workforce, and unions in transformation.

The Center for Labor Research and Education is a project of the Institute of Industrial Relations, University of California, Berkeley

developing

FACTS



Hourly wage for the fastest-growing jobs in America today:

▶ less than \$10¹

Hourly wage for fastest-disappearing jobs:

▶ \$12–15¹

California workers earning between \$9–11/hour with job-based health insurance:

▶ In 2000: 60%²

▶ In 2004: 46%²

Percentage by which unionization increased the odds of having employment-based health coverage in California:

▶ In 2002: 42%³

“Nothing motivates like a crisis,” says Keith Pace, Northern California Field Director of the California School Employees Association (CSEA), who manages 104 local chapters serving classified school employees from Fremont to the Oregon border. When massive classified employee layoffs followed California’s state budget crisis, Keith became the Statewide Coordinator for CSEA’s Budget Crisis Campaign.

“After 2000, there was a huge change in the external environment. School funding was reduced, health care was gobbling all available resources, and we found ourselves fighting for table scraps,” Keith recalls. “We realized we had to empower our members, and move ourselves from a

‘911 emergency’ mentality. We had to learn how to make strategic choices, if we were to change the status quo.”

Keith Pace found the tools to train a new generation of CSEA members—from janitors and school bus drivers to secretaries—to influence school budget policies, by attending the Labor Center’s 2004 California Union Leadership School (CULS). He and other union leaders spent a week with UC Berkeley faculty and experienced labor practitioners to learn a Strategic Choice Framework (based on the work of Boston University economist, David Weil, Ph.D.) that would help them choose new ways to allocate resources. When Keith returned to his CSEA Field office, he and his staff revised the

process to make it more extensive and relevant; then he offered the updated Strategic Framework to the Labor Center for future trainings, and to the members of all 104 Northern California CSEA locals.

The Strategic Framework has led to a greater focus on statewide legislation and long-term policy. “More and more of our members are participating in our efforts in Sacramento, and they see our successes,” Keith says.

When school districts throughout the state were asked to privatize long-standing school bus driver contracts, the union supported legislation requiring that districts show savings would result if they turned to private drivers. They also discovered that Canadian

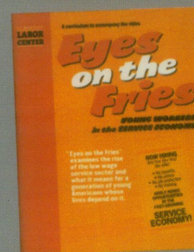
LABOR CENTER PROGRAMS MAKE A DIFFERENCE



IN-DEPTH LEADERSHIP PROGRAMS

The California Lead Organizers Institute brings together union and community lead organizers for training on management skills, coalition building, public policy formulation, and other campaign development

techniques. C.L. Dellums African American Union Leadership School prepares Black unionists to engage more actively in their unions. California Union Leadership School gives emerging union leaders tools for success.



POPULAR EDUCATION MATERIALS

Popular educational and training materials are produced by the Labor Center and used statewide. Examples: *Eyes on the Fries*, a film and workshop for young workers in the service sector;

Winning at Work, a textbook for English-as-a-Second Language students, also teaches worker rights; *Homecare Workshop*, a curriculum used to train low-wage homecare workers throughout the state on participating in civic life.



leaders training the next generation

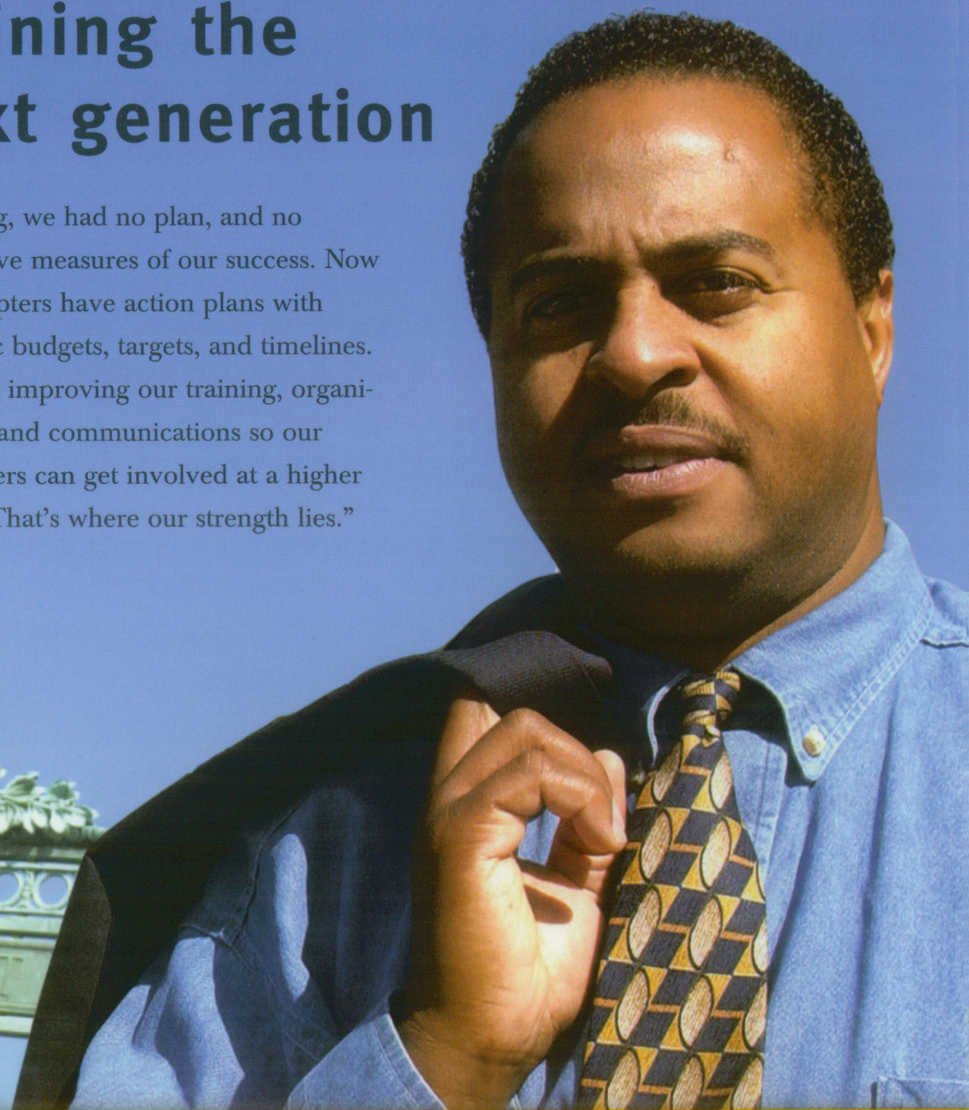
Laidlaw Bus Company would benefit from the privatization, and opposed the change. “We activated our members, educated them on the importance of the legislation, and focused on informing legislators about the impact on local schools,” Keith says, explaining how ‘strategic power mapping’ helped save the legislation and local jobs.

The son of a union carpenter, Keith Pace first joined the CSEA when he worked as a night janitor at a San Rafael school, while he finished his degree at San Francisco State

University. He planned to become a teacher, but instead attended union training sessions, and became president of his CSEA chapter. Keith became a Labor Relations Representative in 1987 in Los Angeles, where he focused on providing service to members, as CSEA grew from 72,000 to 226,000 members statewide.

“We are messengers of hope, recognizing that we need to take collective action to deal with the issues of today,” says Keith. “Before CULS

training, we had no plan, and no objective measures of our success. Now 45 chapters have action plans with specific budgets, targets, and timelines. We are improving our training, organization and communications so our members can get involved at a higher level. That’s where our strength lies.”

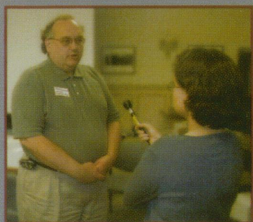


SPECIALIZED TRAININGS

To meet the needs of campus, union, and community groups, the Labor Center has developed dozens of trainings. Core annual offerings include **Strategic Campaign Training** for beginning union researchers and graduate

students; a **Media Skills Workshop** for union leaders and staff, and a high-level **Financial Skills Workshop** on financial planning and budget development. Customized courses are developed for unions, based upon individual need.

KEITH PACE
Union Field Director



research &

FACTS

Amount of public assistance provided to low-wage working families in California in 2002:
▶ \$10.11 billion ⁴

Predicted decrease in the poverty rate of Alameda County home-care worker families if wages rose to Oakland's 'living wage' of \$10.50/hr: ▶ 20% ⁵

Alameda County homecare workers:
▶ Who are people of color: 76% ⁶
▶ Who are women: 80% ⁶

Average turnover at San Francisco International Airport for contracting firms paying low wages:
▶ Before the implementation of a living wage policy: 48.6% ⁷
▶ After implementation of a living wage: 19% ⁷

“The economy may be growing, but it certainly doesn't feel like an economic recovery to the millions of American workers whose paychecks are not growing,” says Congressman George Miller. “American families aren't getting their fair share when their wages are stagnating or falling at the same time that the costs of health care, gas, and college tuition are increasing. The UC Berkeley Labor Center provides us with solid research that documents the problems and points to real solutions.”

The ranking Democrat on the U.S. House Committee on Education and the Workforce, Congressman Miller has been increasingly concerned about the rise in low-wage labor and the decline in quality jobs in this country. He has drawn on Labor Center research in support of 'high road' development strategies for the American economy.

A major focus of research at the Labor Center is on the social costs of low-wage work in California and potential policy

solutions, such as living wage ordinances and minimum wage increases. Research has also addressed the particular issues facing young workers, immigrant workers, and African American workers. Field research projects have promoted 'high road' strategies in the human services sector, through efforts to improve both wages and benefits for workers and quality of service for consumers.

Congressman Miller brought attention to the impact of Wal-Mart's labor practices in early 2004, when he released a blistering report that drew on data from the Labor Center, outlining the “labor abuses and hidden costs” of the nation's largest and wealthiest private employer.

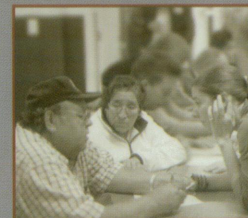
“The Labor Center is helping to reframe the debate on economic development by documenting the costs to society of 'low-road' strategies,” Congressman Miller says. The Labor Center's study, *The Hidden Cost of Wal-Mart Jobs*, released in

LABOR CENTER PROGRAMS MAKE A DIFFERENCE

JOB QUALITY *Informing Public Policy*

Research on low-wage work informs public policy debate and helps develop policy solutions. Labor Center studies include general trends, and analysis of the impact of

specific policies such as the 'living wage' at San Francisco International Airport and the Port of Oakland, and the minimum wage ordinance in San Francisco.



'HIGH ROAD' *Sectoral Partnerships*

Working with unions, employers, and advocates, the Labor Center facilitates 'high road' partnerships in childcare and services for the elderly and people with developmental

or physical disabilities. This approach improves outcomes for consumers by creating better jobs, training, and career opportunities for the direct service workers who work with them.

policy evaluating costs & benefits

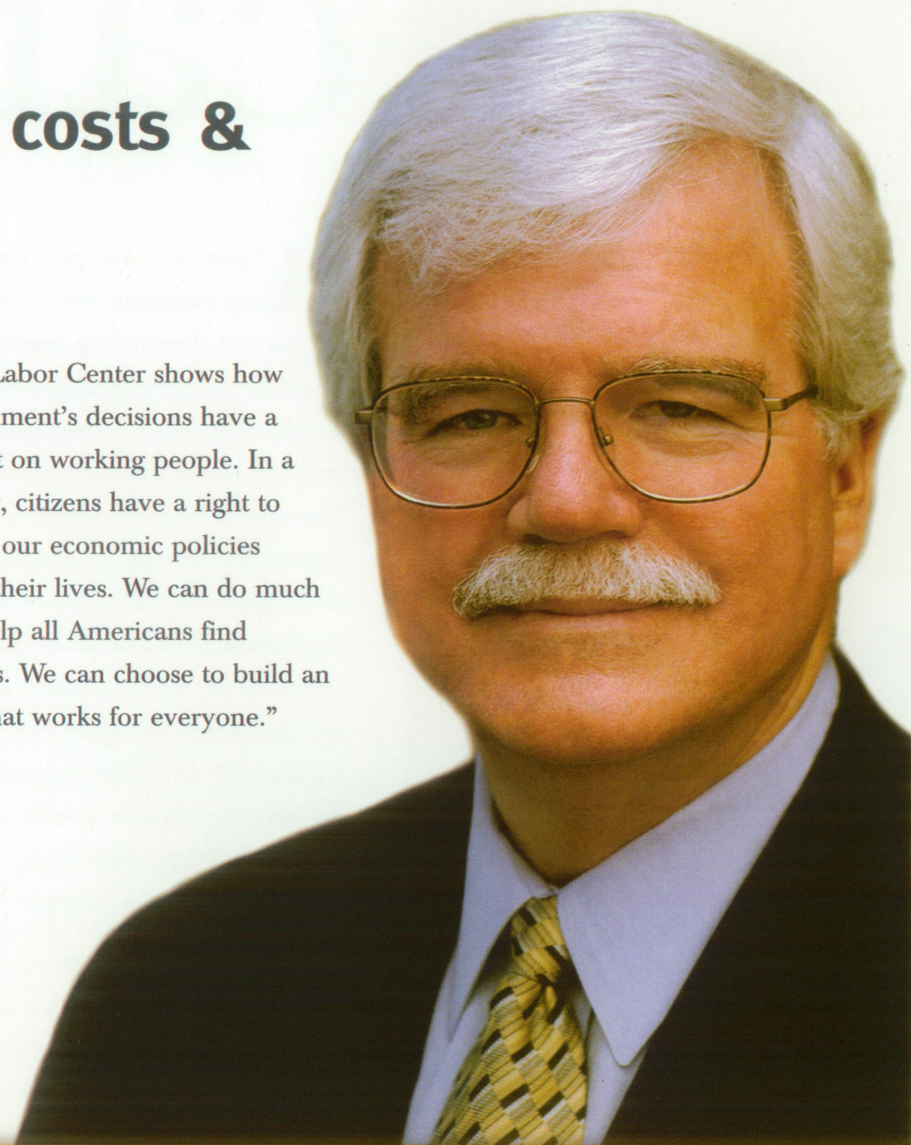
August 2004, was the first to quantify the financial impact of Wal-Mart's low wages and benefits on 'safety net' programs and industry standards. The study received significant national and international press attention, and has been used by city and state policymakers, community organizations and unions around the country to inform public debate about local economic development strategies and proposed legislation.

The Labor Center recently released a report, *Falling Apart*, on the growing health care crisis in the U.S. and California, in the face of declining employer-sponsored insurance. "Sixty

million Americans lack health insurance at some point in the year. We need to find meaningful solutions to make healthcare accessible and affordable for everyone," Congressman Miller reports. "The Labor Center is giving us information we need."

"The Labor Center plays a crucial role in the University community and for those of us in government dealing with labor and economic issues, but also for ordinary working people," notes Miller, who expressed concern over annual attacks on the Labor Center's budget.

"The Labor Center shows how our government's decisions have a real impact on working people. In a democracy, citizens have a right to know how our economic policies will affect their lives. We can do much more to help all Americans find decent jobs. We can choose to build an America that works for everyone."



HEALTH CARE Trends & Strategies

To expand health access for low-wage workers, the Labor Center carries out health policy research and assists stakeholders on strategies. Recent projects include consultation

with San Francisco's Department of Public Health to design a health insurance program for taxi drivers, and an analysis of options to expand coverage for workers in the human services.

GEORGE MILLER
U.S. Congressman



community

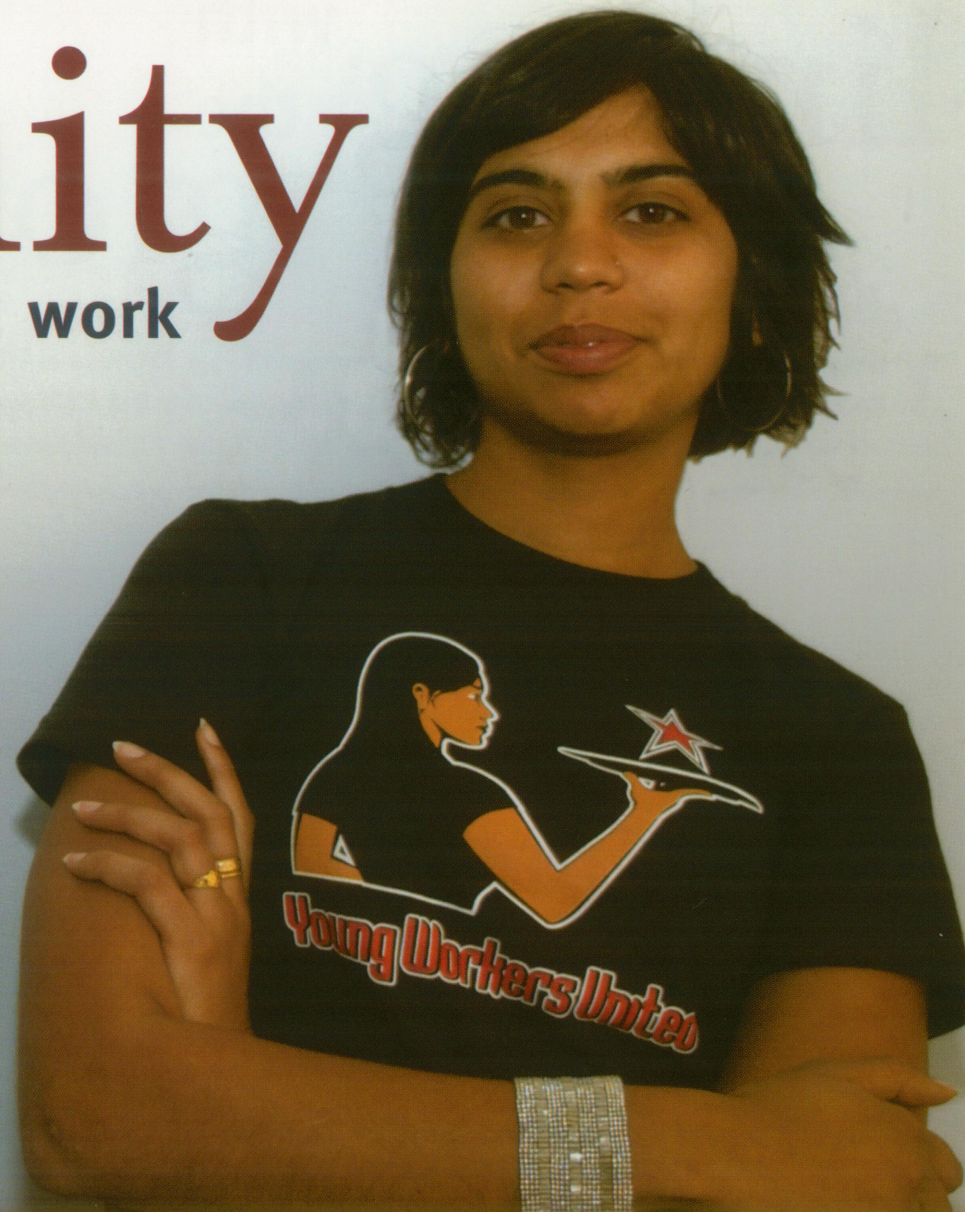
teaching students about work

local high schools and at workshops for young workers. Last year, they joined then-UC Regent Dolores Huerta, UC faculty, and Labor Center staff at Berkeley's first Student Labor Teach-In, providing new organizing and research skills to workers, students and academics from 25 California colleges and universities and 25 community organizations.

"This is the most urgent thing on the planet to be doing," Sonya says, acknowledging the organizing YWU has done with young workers in San Francisco. Their public campaign resulted in a \$4 million settlement and concrete improvements in work-

ing conditions for Cheesecake Factory workers throughout California, who had long been denied breaks and back pay. YWU members were also key to the passage of San Francisco's new minimum wage, which brought the city's minimum wage to \$8.50 in 2004; Labor Center research helped to inform the public about the projected impact of this law. "The majority of young workers are in jobs with no benefits and little regulation," says Sonya.

"The only way to change the current situation is through community building and organizing."



BRIDGING CAMPUS & COMMUNITY

The **Community Scholars Program** is a joint initiative of the Labor Center and the Department of Sociology, bringing together UC graduate

students, faculty, and community leaders for a joint project of team learning and research.

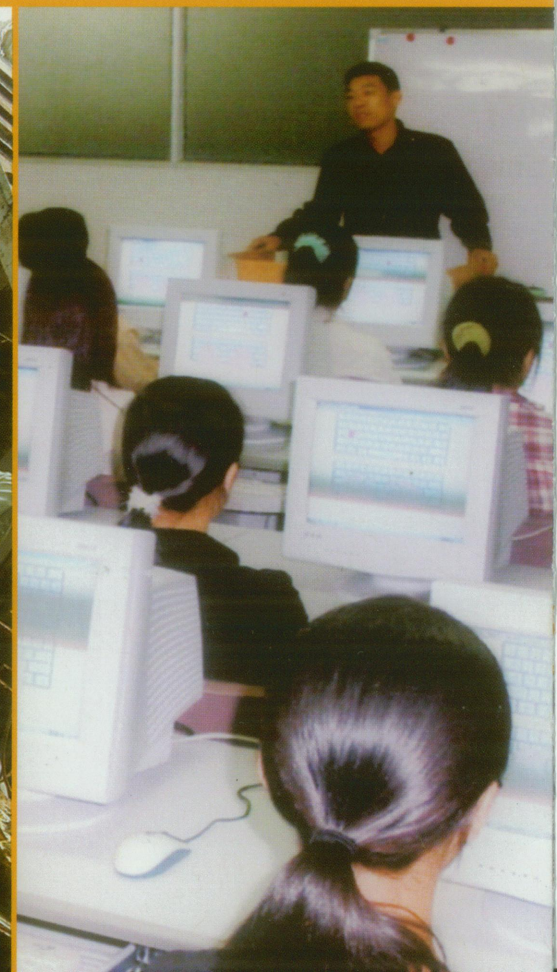
SONYA MEHTA
Community Organizer



linking^{with}_{the} global economy

Through the John F. Henning Center for International Labor Relations at UC Berkeley, the Labor Center sponsors educational projects that link California workers with workers in the global economy. Recently the Labor Center developed a popular education curriculum for workers organizing in export processing zones,

based on studies of nine campaigns in Africa, Asia, and Latin America. Other projects include a program to teach labor rights in China; research on changes in the global apparel industry; and a video and curriculum about the Free Trade Area of the Americas.



financial information

LABOR CENTER REVENUES

Fiscal Year 2003-2004

| | |
|--------------------------|------------|
| UNIVERSITY OF CALIFORNIA | \$ 801,758 |
| GRANTS | 250,924 |
| PROGRAM FEES: TRAINING | 157,596 |
| DONATIONS | 128,126 |
| SALES AND SERVICES | 13,925 |
| MISCELLANEOUS INCOME | 25,541 |

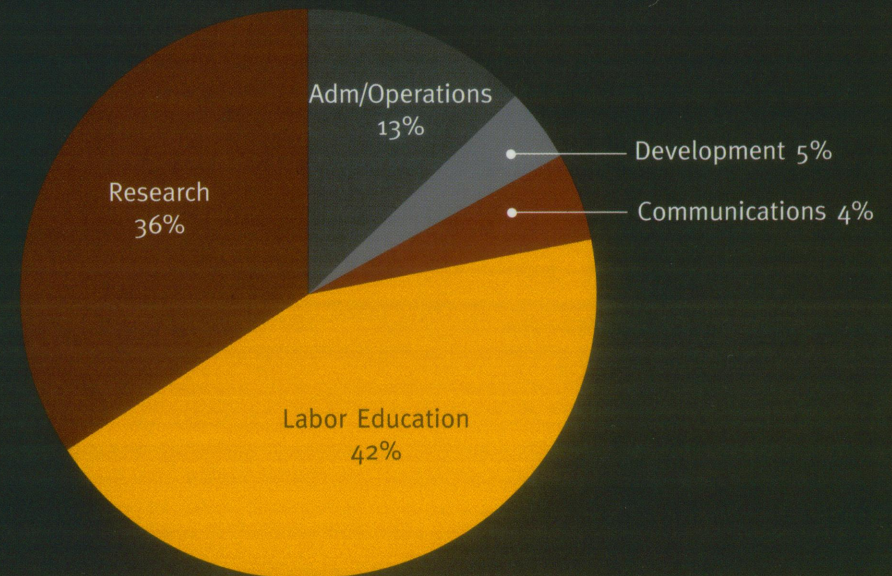
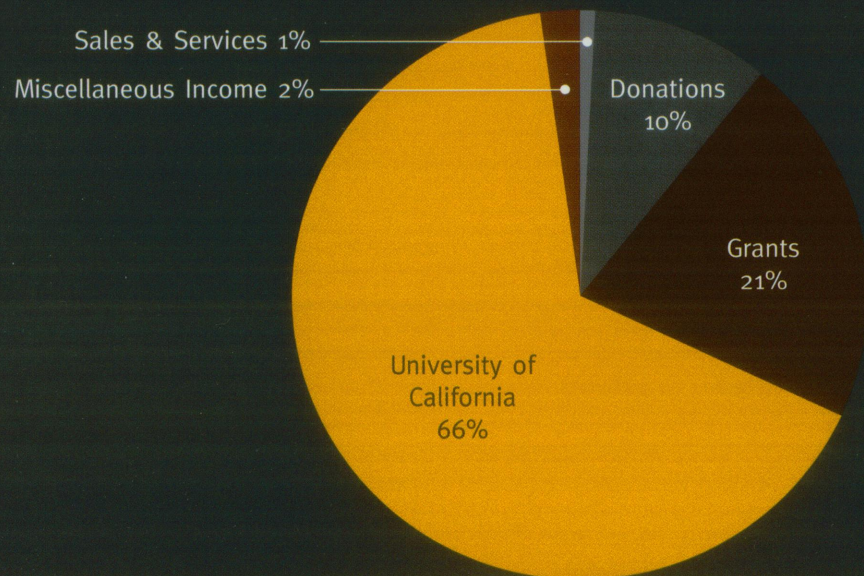
TOTAL REVENUES **\$ 1,377,870**

LABOR CENTER EXPENDITURES

Fiscal Year 2003-2004

| | |
|-----------------|------------|
| LABOR EDUCATION | \$ 560,997 |
| RESEARCH | 492,248 |
| ADM/OPERATIONS | 177,800 |
| DEVELOPMENT | 73,472 |
| COMMUNICATIONS | 57,847 |

TOTAL EXPENSES **\$ 1,362,364**



Labor Center funders & partners

ACORN
Akonadi Foundation
Wise E. Allen
American Center for International
Labor Solidarity, AFL-CIO
American Federation of State, County
& Municipal Employees Council 57
American Federation of State, County &
Municipal Employees International
American Federation of State, County
& Municipal Employees Local 829
American Federation of Government Employees
Local 1122
American Federation of State, County
& Municipal Employees Local 2428
American Federation of Teachers Local 1474
American Rights at Work
Altschuler, Berzon, Nussbaum, Rubin & Demain
Harriet S. Barlow
Geoffrey Bauman
Fred Block
Jack Block
Brian Bloom & Susanna Moore
Blue Shield of California Foundation
Bolerium Books
Eileen Boris & Nelson Lichtenstein
Bricklayers and Allied Craftworkers Local 3
Law Offices of Barry Broad
David Brody
Zelda Bronstein
Clair Brown
James J. Brudney
Building and Construction Trades Council of
Contra Costa County
Building and Construction Trades Council of
San Francisco
Building and Construction Trades Council of
San Mateo County
Michael Burawoy
The California Endowment
California HealthCare Foundation
California Federation of Teachers
California Labor Federation, AFL-CIO
California Nurses Association
California School Employees Association
California Wellness Foundation
Connecticut College/Robert Wood
Johnson Foundation
James Kimo Campbell
Lawrence Capitelli
Leonard Carder LLP
Carpenters Union Local 2236
Law Offices of Carroll & Scully, Inc.
Cement Masons Local 400
Central Labor Council of Alameda County,
AFL-CIO
Assemblywoman Wilma Chan

May Ying Chen
Ed Chiera Associates
Edward Church
Chinese Progressive Association
Johnson Clark
Coalition of University Employees Local 3
Contra Costa Central Labor Council, AFL-CIO
Davis, Cowell & Bowe, LLP
District Council of Iron Workers
East Bay Alliance for a Sustainable Economy
East Bay Automotive Machinists Lodge 1546
Margo Feinberg & Fred Ross
Lainey Feingold & Randy Shaw
Nancy Feinstein
Nina Fendel
Steve Fields
Jonathan Fox
Mary Louise Frampton
General Service Foundation
Give Something Back
Glaziers Union Local 718
William Gould
Howard Greenwich
Heat & Frost, Insulators & Asbestos
Workers Local 16
Hermanson's Employment Services
Hotel Employees and Restaurant
Employees International Union
Hotel Employees and Restaurant
Employees Local 49
Terry Huwe
International Association of Theatrical
Stage Employees Union Local 16
International Brotherhood of Electrical
Workers Inside Construction Locals of
Northern California/Nevada
International Brotherhood of Electrical
Workers Local 6
International Brotherhood of Electrical
Workers Local 332
International Brotherhood of Electrical
Workers Local 340
International Brotherhood of Electrical
Workers Local 1245
International Brotherhood of Teamsters
Joint Council 7
International Brotherhood of Teamsters
Union Local 856
International Longshore and Warehouse Union
International Longshore and Warehouse Union
Northern California District Council
International Union of Painters and Allied Trades
Sara Ishikawa

Kazan, McClain, Edises, Abrams, Fernandez,
Lyons & Farris
Labor Occupational Health Program,
UC Berkeley
Labor Project for Working Families
Laborers International Union of North America
Robert H. Lawson
Congresswoman Barbara Lee
Donna Levitt
Lawrence Choy Lowe Memorial Fund
Bernard Lown
Machinists Automotive Trades District Lodge 190
of Northern California
Hon. Linda Maio
Esther Marks
Lee Marsh
McCarthy, Johnson & Miller
Beth Sieroty Meltzer Fund
Gordon Miller
Monterey Bay Central Labor Council, AFL-CIO
Marty Morgenstern
Musicians Union Local 6
National Economic Development & Law Center/
The William and Flora Hewlett Foundation
Nor-Cal Laborers Organizing Department
North Bay Labor Council, AFL-CIO
Northern California Carpenters Regional Council
New Union Work Systems
Neyhart, Anderson, Freitas, Flynn & Grosboll
Office and Professional Employees International
Union Local 3
Officers & Members of the Affiliate Organizations
of the San Mateo County Central Labor
Council, AFL-CIO
Operating Engineers Local 3
Manuel Pastor
Frances Fox Piven
Pile Drivers, Bridge Wharf & Dock Builders
Local 34
Piper Jaffray Philanthropic Social
Investment Group
Plumbers & Pipefitters Local 447
Plumbers & Pipefitters Local 38
Plumbers and Steamfitters Union Local 159
Plumbers and Steamfitters Union Local 393
Plumbers and Steamfitters Union Local 467
Plumbing Industry Consumer Protection Fund

Edward & Odette Proctor
International Federation of Professional and
Technical Engineers Local 3
International Federation of Professional and
Technical Engineers Local 21
Public Employees Union Local 1
Jack and June Quan
Margaret & Henry Reuss
Gary Robinson
Joel Rogers
Sacramento Central Labor Council, AFL-CIO
Joel Schaffer
Samuel Schuchat
San Francisco Labor Council, AFL-CIO
Senior Action Network
Service Employees International Union
Service Employees International Union
Local 250 (United Healthcare West)
Service Employees International Union Local 535
Service Employees International Union Local 616
Service Employees International Union
Local 1000, CSEA
Service Employees International Union
Local 1877
Stanley K. Sheinbaum
South Bay Central Labor Council, AFL-CIO
Sheet Metal Workers International
Association Local 104
Small Hill Partners
Laurie A. Soman
Sonoma/Mendocino/Lake Counties Building and
Construction Trades Council
State Building and Construction Trades
Council of California
David Stern
Lynn Suter
Sweatshop Watch
Ronald and Frances Tauber
Transport Workers Union California
State Conference
Transport Workers Union International
Transport Workers Union Local 200
Transport Workers Union Local 250-A
United Auto Workers Local 2865
United Food and Commercial Workers Local 101
United Food and Commercial Workers
Local 1179

United Food and Commercial Workers
Region 8 States Council
University of California American Federation
of Teachers
University of California Institute for
Labor and Employment
University of California Labor and
Employment Fund
University of California Transportation Center
UC Berkeley Center for Latin American Studies
UC Berkeley Center for the Study of
Child Care Employment
UC Berkeley Department of Sociology
UC Berkeley Institute of Industrial Relations
Union of American Physicians and Dentists
Union Publications
United Food and Commercial Workers Local 428
United Food and Commercial Workers Local 870
United Labor Bank
University of Oregon Foundation
U.S. Department of State
Shirley L. Van Bourg
Thomas Van Dyck
Richard Walker
Rich and Panzy Waller
Alison & Dale Webber
Mark Wolfe & Associates
Weinberg, Roger and Rosenfeld
Ellen Widess
Melody Howe Weintraub
Young Workers United
Mary A. Zapalac

In-Kind donors
AFL-CIO
David Bacon
The Bake Shop
California Federation of Teachers
Crowne Plaza Burlingame
Lincoln Cushing
Design Action Collective
Disneyland
Electronic Arts
Exploratorium
U.S. Senator Dianne Feinstein
Golden State Warriors
Harbin Hot Springs
Hornblower Cruises & Events
Ink House B&B, St. Helena & Livingston Vineyards
Shelley Kessler
La Note
Leland Fly Fishing Outfitters
Scott Littlehale
Marin Theater Company
Oakland A's
Peet's Coffee & Tea
Rose Creek Massage
San Francisco Giants
San Francisco Zoological Society
See's Candies
Janey Skinner MPH, Consulting Services for
Community Health
Alan Snitow & Deborah Kaufman
Swanson's Winery
Tommy Toy's Cuisine Chinoise
Gary Trudeau
Debra Walker
Esther Zabin
Lee Zabin

UC Berkeley Labor Center Advisory Board

Pam Aguilar
Robin Baker
Robert Balgenorth
Mary Bergan
Karen Bishop
Clair Brown
Bill Camp
Ed Chiera
Sherri Chiesa
Brenda Cochrane
Sharon Cornu
Sally Covington
Rose Ann De Moro
Tho Thi Do
Phaedra Ellis-Lamkins
Peter Evans
Greg Feere
Netsy Firestein
Fred Glass
Linda Gregory
Karin Hart
Shelley Kessler
David Levine
Jim Lincoln
Barry Luboviski
Chuck Mack
Larry Martin
Bob Miller
Josie Mooney
Marty Morgenstern
Kerry Newkirk
David Novogrodsky
Peter Olney
Tim Paulson
Art Pulaski
Tom Rankin
Michael Reich
Dale Robbins
Virginia Rodriguez
Tito Sanchez
Libby Sayre
Harley Shaiken
Bill Shields
Ray Trujillo
Kim Voss
Dick Walker
Margaret Weir
Christine A. Zook

Central Labor Council of Contra Costa County, AFL-CIO
Labor Occupational Health Program
State Building and Construction Trades Council of California
California Federation of Teachers
Service Employees International Union Local 790
University of California, Berkeley
Sacramento Central Labor Council, AFL-CIO
Edward Chiera Associates
UNITE HERE Western Region
San Francisco State University Labor Studies Program
Alameda County Central Labor Council
California Works Foundation
California Nurses Association
UNITE HERE Local 2
South Bay Central Labor Council, AFL-CIO
University of California, Berkeley
Contra Costa Building Trades
Labor Project for Working Families
California Federation of Teachers
AFSCME Council 57
Laney College Labor Studies Program
San Mateo County Central Labor Council, AFL-CIO
Haas School of Business
University of California, Berkeley
Alameda Building Trades
International Brotherhood of Teamsters Joint Council #7
Transport Workers Union of America
International Union of Operating Engineers Local 3
Service Employees International Union Local 790
Department of Personnel Administration
Service Employees International Union Joint Council Local 535
International Federation of Professional & Technical Engineers
International Longshore and Warehouse Union
San Francisco Labor Council, AFL-CIO
California Labor Federation, AFL -CIO
University of California, Berkeley
University of California, Berkeley
International Brotherhood of Teamsters Local 315
Communication Workers of America District 9
United Auto Workers Local 2244
Communication Workers of America
University of California, Berkeley
City College of San Francisco Labor Studies Program
State Building and Construction Trades Council
University of California, Berkeley
University of California, Berkeley
University of California, Berkeley
Amalgamated Transit Union Local 192

ENDNOTES:

1. "Are Jobs Getting Worse? The Evolving Composition of Wages and Job Distribution Over the 2001-2004 Period," by Arindrajit Dube, 2004. <http://www.iir.berkeley.edu/research/jobquality.pdf>
2. "Falling Apart: Declining Job-Based Health Coverage for Working Families in California and the United States," by Arindrajit Dube, Ken Jacobs, and Sarah Muller, 2005. http://laborcenter.berkeley.edu/healthcare/falling_apart.pdf
3. "The Union Difference in 2002 California," by Arindrajit Dube, 2003. http://laborcenter.berkeley.edu/healthcare/union_difference.pdf
4. "The Hidden Public Costs of Low-Wage Jobs in California," by Carol Zabin, Arindrajit Dube, and Ken Jacobs, 2004. http://laborcenter.berkeley.edu/publications/lowwage_ca.shtml
5. "Struggling to Provide: A Portrait of Alameda County Homecare Workers," by Candace Howes and Howard Greenwich with Lea Grundy and Laura Reif, 2002. <http://laborcenter.berkeley.edu/homecare/homecare.pdf>
6. *Ibid.*
7. "Living Wages and Airport Security: A Preliminary Report," by Michael Reich, Peter Hall, and Ken Jacobs, 2001. http://www.iir.berkeley.edu/livingwage/pdf/air_sep01.pdf
8. "'Eyes on the Fries: Young Workers in the Service Economy,' A Curriculum to Accompany the Video," UC Berkeley Labor Center, 2004. <http://laborcenter.berkeley.edu/publications/fries.shtml>
9. There was no statistically significant difference in job growth or job loss between restaurants affected by the minimum wage and those that were not.
Can a Citywide Minimum Wage Be An Effective Policy Tool? Evidence From San Francisco, by Arindrajit Dube, Michael Reich, and Suresh Naidu, 2005. <http://repositories.cdlib.org/iir/iirwps/iirwps-111-05/>
10. Labor Center statistics

UC BERKELEY

LABOR CENTER

UC Berkeley Center for Labor Research and Education

Institute of Industrial Relations
2521 Channing Way
Berkeley, CA 94720-5555

Phone: (510) 642-0323

Fax: (510) 642-6432

Email: laborcenter@berkeley.edu

Website: <http://laborcenter.berkeley.edu>



University of California, Berkeley

Labor Center Staff

Katie Quan, *Chair*

Carol Zabin, *Associate Chair*

Ken Jacobs, *Deputy Chair*

Veronica Carrizales, *Labor Specialist*

Arindrajit Dube, *Professional Researcher*

Steven Pitts, *Labor Specialist*

Raahi Reddy, *Labor Specialist*

Steven Wertheim, *Research Associate*

Alicia Criado, *Program Assistant*

Jenifer MacGillvary, *Communications Coordinator*

Sarah Lawton, *Development Coordinator*

Tom Rankin, *Labor Leader-in-Residence*

Dion Aroner, *Legislator-in-Residence*

Kirke Wilson, *Philanthropist-in-Residence*

Kathryn Yoo, *Business Operations Manager*

Anahita Forati, *Project Coordinator*



PUBLICATION CREDITS:

Writer: Merry Selk, www.selkcommunications.com

Primary Photographer: Richard Bermack, www.rb68.com

Designer: Susan Weeks, www.sjweeksdesigns.com

Publication Date: Winter 2006