

Tom Rankin Joins the Labor Center as Labor Leader-in-Residence

The Labor Center is pleased to welcome Tom Rankin as Labor Leader-in-Residence. Prior to his recent

retirement, Rankin served as the President of the California Labor Federation, AFL-CIO, representing two million members of nearly 2,000 unions.

Having spent nearly three decades in the labor field, Rankin is regarded as an authority on workers' compensation law and unemployment insurance legislation. He is renowned for his role in leading the 1996 ballot initiative to increase the California minimum wage. Rankin also helped create the nation's first paid family leave law and established a statewide standard for ergonomics. In 2000, Rankin was instrumental in setting up the Institute for Labor and Employment (ILE), a statewide research unit at the University of California. Rankin served on the ILE's Governing Council since its inception.

"Tom brings to the Labor Center a wealth of experience in finding real-world solutions to issues facing California's working families. He has great experience working to promote far-reaching legislation to protect workers' rights and provide workers with social insurance programs. We're tremendously pleased that he'll be joining us," said Katie Quan, chair of the Labor Center.

As the Labor Leader-in-Residence, Rankin plans to organize seminars and conferences for students interested in a career in labor.

RESEARCH AND ACTION:

Addressing the Crisis of Bad Jobs in the Black Community

Racism is alive and well in the modern American labor market. What else could explain the crisis of bad jobs that disproportionately afflicts the Black community and that perpetuates economic instability and employer exploitation?

"There is racism in the labor market, and the economy is turning out bad jobs," says Dr. Steven Pitts, a Labor Specialist at the UC Berkeley Labor Center. Pitts explains that most analyses of problems concerning work in the Black community center on the notion of an unemployment crisis. "We must attend to the crisis of bad jobs, too." Such jobs are low-paying, offer few benefits, and provide no protection from employer harassment. The creation of new "bad jobs" accelerated with the 1990s expansion of the U.S. economy. And Blacks and Latinos received a disproportionate share of them.

Pitts recently completed a year-long research project examining the crisis of bad jobs in the Black community and possible solutions. The report which resulted from the project—entitled *Organize... to Improve the Quality of Jobs in the Black Community: A Report on Jobs and Activism in the African American Community*—was released on May 22, 2004, at a one-day conference convened by the Labor Center. The conference brought together more than 100 activists from around the country for a response to the research as well as to strategize about ways to promote Black worker organizing.

Pitts's research project examined the ways in which various organizations in the Black community have responded to the crisis of bad jobs. The findings were not heartening. Most organizations that are rooted in the Black community focus on issues other than work conditions; the problem of bad jobs in the Black community still does not receive the attention it requires. Even the few organizations that do have programs addressing work-related issues in the Black community do not attempt to improve (Continued on page 11)

Conference panelists (left to right):

Bill Fletcher,
TransAfrica Forum
(DC); Jamala Rogers,
Organization for Black
Struggle (St. Louis);
Anthony Thigpenn,
AGENDA (Los
Angeles); and Brenda
Stokely, AFSCME
Local 1207 (NYC).



PHOTO: LEA GRUNDY

Surviving and Thriving

We're well into the fall semester, and even though the year has not yet ended, it has already been a remarkable year.



KATIE QUAN
Labor Center Chair

First, we saved the ILE (Institute for Labor and Employment)! Yes! In years to come, this will be remembered as an *epic* campaign that reaffirmed the value of labor research and education, and mobilized an outpouring of support from unions, legislators, academics, as well as the general public. Congratulations and thanks to all! Although we did receive a small cutback, the ILE governing council is currently discussing ways to reorganize in order to minimize the impact of these cuts. We are also remaining vigilant about the possibility of future attacks on our budget, as we know that the State budget remains in deficit and that those who wanted to eliminate the ILE may well attempt to do so again.

Second, we celebrated the 40th anniversary of the Labor Center in fine form—at the elegant Oakland Rotunda with a star-studded program that included AFL-CIO executive vice-president Linda Chavez-Thompson, hotel and restaurant union president John Wilhelm, farmworkers union co-founder Dolores Huerta, transport workers union administrative vice-president Larry Martin, state fed president Tom Rankin, Young Workers United organizer Juan Taizan, and former UC Berkeley Institute of Industrial Relations director Lloyd Ulman. Special thanks to our emcees: Labor Center advisory board chair Shelley Kessler and legislator-in-residence Dion Aroner. And greatest thanks to all of you who contributed generously to our fundraising efforts. We exceeded our goals by more than 20 percent!

While organizing this campaign and special event, our staff continued to work on a full program of research and education activity. In May, we released a report written by Labor Center staffer Steve Pitts on the crisis of job quality in the Black community, and convened Black organizers from across the country to

respond to the report and chart new strategies (see article on page 1). In the same month, we released a major report, authored by Carol Zabin, Arindrajit Dube, and Ken Jacobs, on the costs to California taxpayers of low-wage work. This was followed by a related report that looked specifically at the public costs of Wal-Mart jobs in California. This report detailing how taxpayers are subsidizing Wal-Mart was widely reported in the national press and drew a sharp response from Wal-Mart (see article on page 6).

In the coming year, we are planning to build upon our achievements, both in education and research. The California Union Leadership School will remain a centerpiece for our series of leadership development courses, but we will add an important new course: a week-long California Lead Organizers Institute aimed at sharpening leadership skills and introducing the use of public policy in organizing. We will also move forward with research on the problems of low-wage work and examine how we can turn bad jobs into good jobs. The Labor Center's education and research teams will work together to produce a curriculum for workers on why all workers should be concerned about the Wal-Martization of the economy.

In between newsletters, please visit our website to check out our latest programs and events: <http://laborcenter.berkeley.edu>. Meanwhile, we're always interested in hearing from you about labor education and research. Please don't hesitate to call us; our numbers are listed on the web.

A handwritten signature in black ink, appearing to read "Carol Zabin".

Eyes on the Fries: Documenting the Struggle of Young Workers

Young workers in today's service economy are the subject of a new documentary film produced by the UC Berkeley Labor Center in association with Peek Media. Entitled *Eyes on the Fries: Young Workers in the Service Economy*, the film by Casey Peek and Jeremy Blasi is an attempt to "look beyond the stereotypes of carefree and undeserving youth" and instead focus on the challenges young workers face in a service economy. The video is accompanied by a 46-page curriculum guide with participatory exercises, authored by Sara Flocks, adding to its usefulness as a public education tool for labor unions, community-based organizations, high schools, colleges and other institutions.

"The intent of the video was to help young people develop a critical thinking about their own experiences at work and how they and other young people fit into the new economy," said Jeremy Blasi. The 20-minute film, which won the Berkeley Video Film Festival award this year, shows the experiences of young workers as they face an unregulated economy with a low minimum wage and little training. It also



wage, which is far from a livable wage. Since 1968, when it was set at \$1.60 an hour, the value of the federal minimum wage has fallen by more than a third. Set since 1997 at \$5.15 an hour, the minimum wage would be \$8.65 an hour had it kept pace with inflation and would equal \$16.55 had it paralleled productivity. The decreasing value of the minimum wage helps explain why young adults have the highest poverty rates among all adult groups.

Yet fewer and fewer young workers are able to find alternatives to minimum wage, dead-end jobs in the service sector. "Over the years, there has been a change in the economy in terms of the jobs available," says Stuart Tannock, author of *Youth at Work*. "Coming of age in today's economy is very different from coming of age before. Today, most jobs available to the young workers are temporary jobs, which don't offer much progress, so it takes forever for these workers to climb up the ladder," he added.

Released in June this year, *Eyes on the Fries* has been screened throughout the country to student, labor, and community audiences. Over 150 people attended the film's premiere in June, held at San Francisco's City Hall. The screening drew teachers, students, young workers, unions and film makers. "The response has been great," said Sonya Mehta, a staff organizer at Young Workers United. "The film has really helped promote the cause of young workers."

The film looks beyond the stereotype of carefree youth to focus on the challenges young workers face."

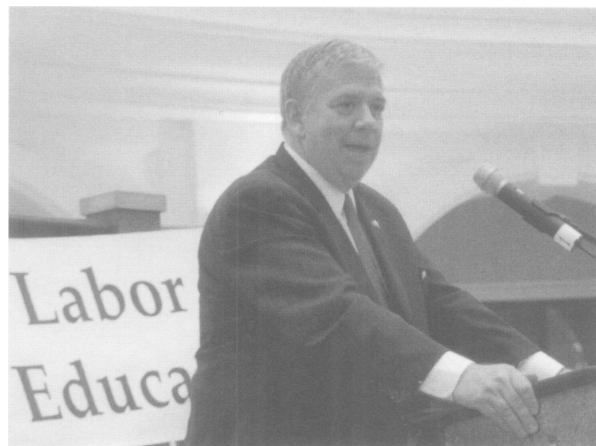
shows young people organizing and taking action to improve their work conditions. The film documents the founding of Young Workers United, a non-profit worker organization in San Francisco, and follows its members as they successfully campaign to increase the minimum wage in the city to \$8.50 an hour.

In their late teens and early twenties, young workers in America's service sector are often trying to support themselves through school with low-wage employment at places like Starbucks, McDonalds, and Wal-Mart. Such employment carries few, if any, benefits and typically pays at or around the minimum

40 YEARS OF RESEARCH AND EDUCATION:

The Labor Center Celebrates its Anniversary

On June 3, 2004, the Labor Center staff was joined by over 200 labor and community supporters as we celebrated our 40th anniversary. We were pleased to be joined by some of the labor movement's bright stars. California Labor Federation president Tom Rankin (now retired) was honored for his leadership in establishing and sustaining the UC Institute of Labor and Employment (ILE), which provides 75 percent of the Labor Center's funds. Also honored was the Hotel Employees and Restaurant Employees (HERE) union for its leadership on immigrant rights; president John Wilhelm joined us to accept the honor.



(Above) Dolores Huerta presents a gift to honoree Tom Rankin as Labor Center advisory board chair Shelley Kessler looks on. (Right, top to bottom) Honoree John Wilhelm addresses the crowd; transport workers union administrative vice-president Larry Martin speaks as Labor Center chair Katie Quan looks on; Linda Chavez-Thompson listens to an address.



PHOTOS: ERIC GILLET

Special thanks to all our individual and organizational donors!

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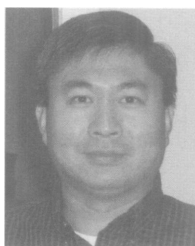
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(Continued on page 7)

New Staff

Robin Walker

The Labor Center welcomes Robin to its administrative staff. Robin concentrates on the financial operation of the Labor Center, and has taken on responsibility for accounts payable, purchasing, and gifts processing. Prior to joining the Labor Center, she worked at the UC Museum of Paleontology. Robin holds a B.A. in U.S. and Labor History from San Francisco State University, and is currently enrolled full-time in the Museum Studies M.A. program at SFSU.



Yujing Cheng

Yujing has joined the Labor Center's administrative team, and has primary responsibility for implementing and maintaining our new database program. In addition, he will provide general administrative support and assist with accounting. Yujing is a graduate of CSU Hayward where he studied Business Administration. Prior to joining the Labor Center he worked at the UC Berkeley Capital Projects Department and at the American Lung Association.

New Labor Center Grants and Contracts

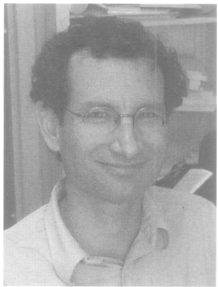
Creating a Community College for Migrant Workers in China. Renewal grant; funded by the U.S. Department of State.

Improving Health Insurance Access and Quality for Low-Wage Workers in California. Research report to be prepared in partnership with Working Partnerships USA. Funded by the California Endowment and the Blue Shield of California Foundation.

Labor Summer 2004 Internship. Internship at the Chinese Progressive Association. Funded by the Lawrence Choy Lowe Memorial Fund

The Cost to California of Wal-Mart Jobs

Wal-Mart is the largest employer in the nation, with more than 1.4 million workers. It is the largest food retailer and the third largest pharmacy in the nation. It has plans to open 40 new supercenters—which combine grocery items with Wal-Mart’s typical retail fare—in California over the next four years. The threat of competition from Wal-Mart supercenters has been regularly cited by the major grocery chains to justify their efforts to significantly reduce wages and benefits in unionized grocery stores in the state.



by **KEN JACOBS**
Labor Center
Deputy Chair



and **ARINDRAJIT DUBE**
UCB Institute of
Industrial Relations

Following the Labor Center’s earlier research on the public costs of low-wage jobs in California, which estimated the use of public safety net programs by low-wage workers and their family members in the state, we decided to take a look specifically at Wal-Mart. On August 2, the UC Berkeley Labor Center released a widely publicized briefing paper, “Hidden Cost of Wal-Mart Jobs,” which looked at the public costs of Wal-Mart’s low wages and low rates of health insurance coverage.

Wal-Mart workers earn 31 percent less in wages, and are 23 percent less likely to have employer-sponsored health insurance, than workers in large retail as a whole. (Large retailers are those with 1,000 or more employees.) At these low wages, many Wal-Mart workers rely on public safety net programs—such as food stamps, MediCal and subsidized housing—to make ends meet. This creates a hidden taxpayer subsidy to Wal-Mart, since Wal-Mart is shifting part of its labor costs onto the public.

Using detailed 2001 wage data that was released by Wal-Mart as part of a discrimination suit, we created a statistical model to estimate Wal-Mart workers’ use of public safety net programs in California. This is what we found:

- Reliance by Wal-Mart workers on public safety net programs in California comes at a cost to taxpayers of an estimated \$86 million a year: \$32 million in health-related expenses and \$54 million in other

assistance (such as Food Stamps, Earned Income Tax Credit, and subsidized school lunches).

- The families of Wal-Mart employees in California use an estimated 40 percent more in taxpayer-funded health care than the average for families of all large retail employees, and 38 percent more in other public safety net programs.

- If other large retailer were to follow Wal-Mart’s lead in compensation policies, it would come at a cost of \$410 million a year to the public for additional assistance to workers.



National Attention

The significance of this study was immediately recognized. In the days following its release, the report was cited in hundreds of media outlets worldwide, including the CBS Evening News, CNN, the NewsHour with Jim Lehrer, NPR, the *Los Angeles Times* and the *New*

York Times. California State Controller Steve Westly sent the report to mayors and councilmembers of the state’s 25 largest cities, asking them to consider the impact of low-wage jobs when making local development decisions.

Response from Wal-Mart

Wal-Mart responded to the increased scrutiny of its pay practices by issuing numerous criticisms of the

study and its conclusions. In fact, the study has been cited as one of the motivations behind the company's recent public relations offensive in the state. First, it claimed that the study's data (which were from 2001) were outdated and therefore unreliable. However, the most current wage information provided by Wal-Mart shows that Wal-Mart's wages are still 30 percent behind large retailers as a whole, and have barely kept up with inflation; the new figures provided by Wal-Mart would not change any of the study's conclusions.

Next, Wal-Mart argued that it actually saves money for the state, since low-wage jobs are better than no jobs at all. This would be true if Wal-Mart were creating jobs where none existed. In fact, for each supercenter that opens, two grocery stores and many small businesses shut their doors and lay off their workers. Studies looking at Wal-Mart's overall effect on jobs over time have found either net job loss, or small job gains. But what is relevant for our research is that the new jobs typically pay far less than the jobs that were eliminated.

As the largest retailer in the country, Wal-Mart sets the standards in the retail industry. With the decline of manufacturing in America, we see an hourglass pattern of job growth: growth in higher wage jobs requiring greater levels of education and in low-wage jobs, with declining job opportunities in between. Retail grocery has been an important source of jobs in the middle. As other employers follow Wal-Mart's lead, those opportunities are receding.

Informing Public Policy

Cities and counties around California and the rest of the country are looking carefully at the impacts of "wal-martization" on the local economy. The city of Los Angeles passed a law requiring economic impact studies before any new supercenters are built. Contra Costa County is considering similar legislation. The Labor Center's research will help community

"Wal-Mart workers earn 31 percent less in wages, and are 23 percent less likely to have employer-sponsored health insurance than workers in large retail as a whole. At these low wages, many Wal-Mart workers rely on public safety net programs to make ends meet."

members and policymakers take a fuller account of costs and benefits that come with different approaches to economic development.

The report "Hidden Cost of Wal-Mart Jobs" can be downloaded or ordered for 5 dollars on the Labor Center's website <http://laborcenter.berkeley.edu>.

Thanks to our donors (Continued from page 5)

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Labor Education News

California Union Leadership School

The second annual California Union Leadership School occurred the week of June 7, 2004. Leaders from throughout the state gathered to develop additional skills that would better equip them to build their unions. Participants studied such topics as the assessment of their union's internal capacity and

significant allies that create victories for the communities involved. This is difficult work, and talented lead organizers are not only hard to find and train, but also difficult to retain. The Labor Center is therefore pleased to announce a new, intensive training program specifically for lead organizers. The California Lead Organizers Institute is a five-day training for a cohort of 20 organizers, and will include two follow-up meetings. The Institute will train participants in the skills needed to be effective lead organizers, and will foster and facilitate the development of a peer network.

The first California Lead Organizers Institute will take place the week of February 7, 2005, at the Ben Lomond Center near Santa Cruz. It will focus on healthcare advocacy and campaigns. For information, please contact Raahi Reddy at 510-642-1851 or reddyr@berkeley.edu.

Updates from Bay Area Labor Education Programs

City College of San Francisco Labor Studies —by Warren Mar, Interim Chair

The Labor Studies Program is finally making a change and becoming the "Labor and Community Studies Program." There is more to this than a name change. For years the faculty along with our historic partners in the San Francisco trade unions have been having ongoing discussions about the ways in which we can realistically meet the needs of organizing and advocating for workers rights in the new economic environment.

Within the department we have also been discussing with our Dean and Associate Chancellor Phyllis McGuire how we can help meet the aspirations of City College students in our credit courses. Many of these students will transfer to four-year colleges and want to know what job opportunities will open up in their areas of interest post-graduation. In the past many of our students have come from and gone back to their unions. Today, most workers and CCSF students do not belong to unions, yet want to work for social and economic justice. The goal of our program is to continue to train union members while



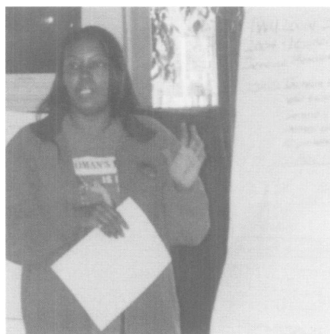
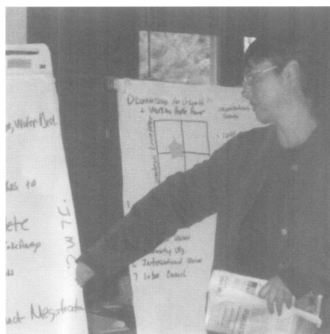
Students working and relaxing at the 2004 California Union Leadership School.

external environment, the importance of union density to the survival of the labor movement, the development of a power analysis as they mount a campaign, and the improvement in internal communication methods. The culmination of the week was a presentation by each leader that illustrated their assessment of their union and an outline of a project that would be worked on when the school finished. Participants will meet again in Oakland on December 10 to evaluate the progress made on the projects.

The next California Union Leadership School will take place the week of June 6, 2005. For information, please contact Steven Pitts at 510-643-6815 or spitts1@berkeley.edu.

New training for Lead Organizers

Lead organizing staff are responsible for directing the campaign work of an activist organization. Their responsibilities are numerous, including directing the work of staff and members, educating workplace leaders, creating accountability systems for staff that move the work forward, and building coalitions with



PHOTOS: JULICA FITZPATRICK

we concurrently assist non-union activists in community-based advocacy and organizing arenas.

City College recognizes that there are many alternative community-based organizations fighting for social and economic justice for workers, especially in San Francisco's growing Latino and Asian immigrant communities. To meet student interest and the needs of the growing non-profit activist community in San Francisco, the Labor and Community Studies Department will be redoing the curriculum of our classes to reflect these changing needs.

Laney College Labor Studies—by Karin Hart, Chair

Labor Studies students need your help to continue training.

Trade unionists wishing to increase their knowledge are personally facing a challenge. Last year the the governor and legislature raised the community college tuition to \$26 a unit; this more than doubled what students paid the year before. The cost for a union member taking a 3-unit labor studies class went from \$35 to \$80. This means the average labor studies student has had to either limit the number of courses they take or find other funding.

There are three ways leaders in a local union can help students. The first is to send a contribution for the Labor Studies Tuition Assistance Account to Labor Studies Program, Laney College, 900 Fallon Street, Oakland, CA 94607. The second is to create or contribute to a Labor Studies scholarship through the Peralta Foundation (call Program Coordinator Karin Hart at 510-464-3210 for more information on how to set this up). The third is to make the offer to your stewards, staff, officers or members that your union will pay for their course fees and books.

Also, consider taking a class yourself this Spring 2005 semester: Collective Bargaining on Mondays, Labor & Community Leadership on Tuesdays, Labor History Through Films on Wednesdays, Labor Economics on Thursdays, and Labor Heritage Rockin' Solidarity Chorus on alternating Saturdays. Call 510-464-3210 and we will send you the class schedule and information on how to sign-up.

Labor Studies at San Francisco State University —by Brenda Cochran, Chair

As you are all aware, there have been horrendous budget cuts to the CSU. In spite of huge tuition increases that are making college too expensive for

many in the working class, programs are being cut and small programs, such as Labor Studies, are very vulnerable. We have managed to survive the past few semesters because funds we have raised in the past allowed us to fund the teaching of classes that would otherwise have been cancelled. This is going to be the case for the foreseeable future.

Although the Dean of the Behavioral and Social Sciences attended our last advisory board meeting and expressed his commitment to the program, he was not overly supportive during the course of events earlier this year. It is clear that there are people in the university who would like to see the Labor Studies Program either completely eliminated or merged into a larger department, as we were in the past, so that we lose our effectiveness. On a positive note, however, the number of students taking our classes continues to grow and classes such as Know Your Work Rights have waiting lists every time they are offered. We receive funding for fewer classes than in the past but are reaching more SFSU students with our labor message than ever before.

The UC Berkeley Labor Center

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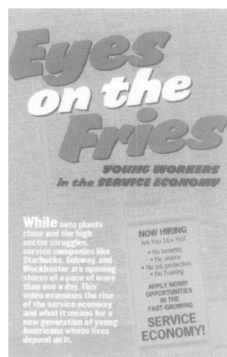
ROBIN WALKER, *Administrative Assistant*

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Fax: 510-642-6432

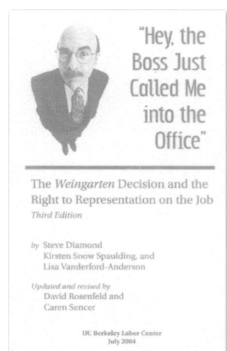
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Eyes on the Fries: Young Workers in the Service Economy

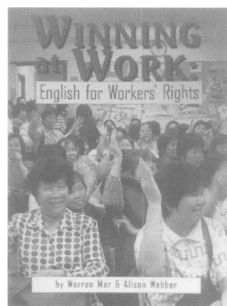
This half-hour documentary is the perfect primer to engage young people about their experiences in the workplace—and how they can take action to make their jobs better. Designed for educational use in classrooms and union halls, the film comes with an interactive curriculum kit, including workshops, fact sheets, and discussion questions.



“Hey, the Boss Just Called Me Into the Office”: The Weingarten Decision and the Right to Representation on the Job

By Steve Diamond, Kirsten Snow Spaulding, and Lisa M. Vanderford-Anderson. Updated and revised by David Rosenfeld and Caren Sencer

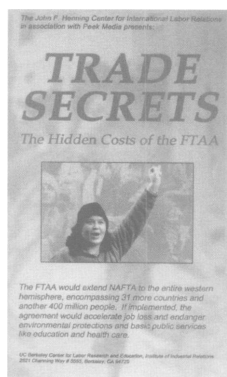
Updated in 2004 to reflect recent changes in the law on the right to representation at work. A must-have resource for any union member.



Winning at Work: English for Workers' Rights

By Warren Mar and Alison Webber

A curriculum guide for English as a Second Language instructors in both community college and union settings that combines language learning with a detailed discussion of legal protections at work and exercises on how to protect those rights. The three chapters presented here focus on wage and hours laws.



Trade Secrets: The Hidden Costs of the FTAA

A short documentary about globalization and the Free Trade Area of the Americas

The FTAA would extend NAFTA to the entire Western Hemisphere, including 31 more countries and another 400 million people. The short film *Trade Secrets* explains in clear, concise language what the proposed trade agreement would mean for ordinary people, the environment, and our democracy. Includes a 40-page curriculum packet with fact sheets, role plays, and background materials.

For information on ordering these and other materials, please visit our website at <http://laborcenter.berkeley.edu>.

Coming Events

Trainings

Financial Skills Workshop

Unions are complex organizations that face difficult management issues in financial planning and accounting. This two-day workshop is for chief officers and financial staff. *Thursday and Friday, Jan 20 and 21, 9 a.m.–5 p.m. At the Institute of Industrial Relations, 2521 Channing Way, Berkeley. For information, contact Raahi Reddy at 510-642-1851 or redr@berkeley.edu.*

California Lead Organizers Institute

A new five-day training with two follow-up sessions, specifically designed for lead organizers. The first California Lead Organizers Institute will focus on healthcare advocacy and campaigns. *Monday–Friday, Feb 7–11. At the Ben Lomond Center near Santa Cruz. For information, contact Raahi Reddy at 510-642-1851 or redr@berkeley.edu.*

California Union Leadership School

A week-long intensive course for union officers covering economics, politics, and strategic power. Training includes interactive case discussions and problem solving. Co-sponsored by the UC Berkeley Labor Center and the UCLA Labor Center. *Monday–Friday, June 6–10, place TBA. Registration is required. For information, contact Steven Pitts at 510-643-6815 or spitts1@berkeley.edu, or June McMahon at 310-794-5987 or mcmahon@ucla.edu.*

Conferences

Conference on Low-Wage Work

More details will be forthcoming, but mark your calendar now! Co-sponsored by the UC Berkeley Labor Center and the Institute of Industrial Relations. *Thursday, April 21, Berkeley. For information, please call 510-642-0323.*

For updates, visit <http://laborcenter.berkeley.edu>.

Addressing the "Crisis of Bad Jobs" in the Black Community *(Continued from page 1)*

the jobs held by Black workers. "Instead, the emphasis is on the individualized provision of job readiness, counseling, soft skills and hard skills," says Pitts.

The Labor Center conference began the task of discussing possible means of addressing the bad jobs crisis in the Black community and creating an

"Most organizations that are rooted in the Black community focus on issues other than work conditions; the problem of bad jobs in the Black community still does not receive the attention it requires."

environment of social and economic equality. "This conference helped the participants think of ways to break the cycle of bad jobs by pushing us to expand our notions of organizing," said participant Cheryl Brown from Urban Habitat, a Bay Area nonprofit. "In areas such as Richmond, you find high unemployment rates, large numbers of low-income workers, and high concentrations of African Americans, Latinos and Asians, along with a disproportionate number of low-road employers coming in with low-paying jobs. You also find city economic development policies that perpetuate the cycle of bad jobs. The poor economic situation of people forces them to accept any job, without asking for more."

Conference participants agreed that worker organizing and policy advocacy to enact equitable labor standards can help change this situation. "The discussions helped conceptualize the crisis facing black workers and proved that participation is necessary to understand what is happening and help lay the road ahead," said Bill Fletcher of TransAfrica Forum.

As a result of the conference, the Labor Center has begun developing a multi-layered project designed to deepen the research and promote a national dialogue on the bad jobs crisis, and to explore possible solutions, concentrating on those

that can be implemented at the local level. This new project will unfold over the next two years and will build upon the many relationships that have been forged in the course of the conference and the initial research. The project will include a component addressing the fact that only a small proportion of Black workers occupy leadership roles within unions, despite the fact that overall Blacks are over-represented among union members.

"We should keep such conferences and projects going, so that we can reverse the trend of bad jobs and bring about positive change among the black worker community," said Fletcher.

The report *"Organize... to Improve the Quality of Jobs in the Black Community"* can be downloaded or ordered for 10 dollars on the Labor Center's website <http://laborcenter.berkeley.edu>.



PHOTOS: LEA GRUNDY

Over 100 conference participants gathered May 22 to respond to Steven Pitts's report *Organize... to Improve the Quality of Jobs in the Black Community*.

On the Move

is published semi-annually by the Center for Labor Research and Education. Our goal is to improve the lives of working people through research and educational programs designed to build the capacity of the California labor movement. *Editor:* Jenifer MacGillvary. *Editorial Board:* Katie Quan and Ken Jacobs. To subscribe, contact us at 510-643-7089 or email ycheng@berkeley.edu.

INSIDE:

BLACK WORKERS— pg 1
Addressing the Crisis of
Bad Jobs

YOUNG WORKERS— pg 3
A new video and curriculum

RESEARCH IN BRIEF— pg 6
The Cost to California of
Wal-Mart Jobs

LABOR EDUCATION NEWS— pg 8
Updates from Bay Area Labor
Education Programs

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