

# Labor Center News

Issue Number 309, Spring 2002

The Center for Labor Research and Education

INSTITUTE OF INDUSTRIAL  
RELATIONS LIBRARY

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UNIVERSITY OF CALIFORNIA  
BERKELEY

## Labor Center Responds to Tragedies of September 11<sup>th</sup>

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The attacks of September 11<sup>th</sup> and their aftermath have had profound effects on our state and nation—socially, politically, and economically. The economic downturn, which had already begun, worsened as industries such as tourism and air travel plummeted after the attacks. Many California unions have been hit particularly hard by these changes in the economy. In 2001, over 7,500 union jobs were lost in tourism and air travel after September 11<sup>th</sup>, while nearly 18,000 other union jobs were lost in other industries hit by the recession. The Labor Center has stepped forward in recent months to

help California unions analyze the impacts September 11th is having on their members, to encourage dialogue, and to identify solutions for specific issues related to the attacks and the slowing economy.

On Jan 30th, the Labor Center and the California Federation of Labor co-sponsored an educational workshop in Sacramento on "The Impact of 9/11 on California Unions". At this event, private and public sector California labor leaders came together to discuss policy and organizing solutions to the economic challenges facing unions since September 11<sup>th</sup> and the onset of a national recession. Carol Zabin presented an economic analysis of

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Carol Zabin

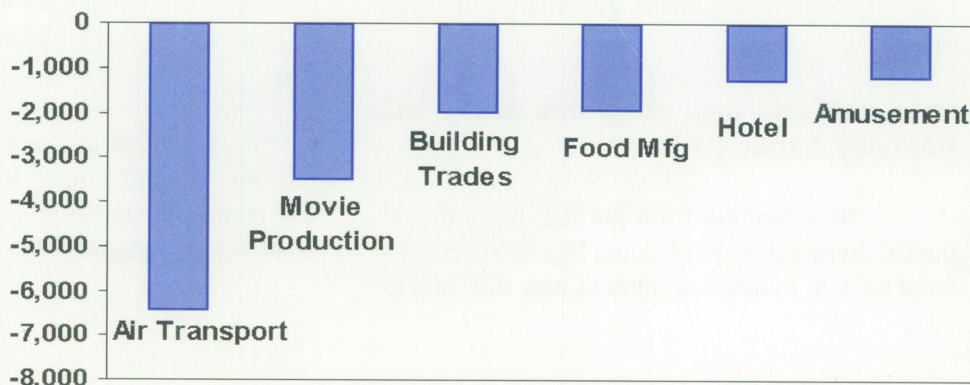
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### Union Jobs Lost Since 9/11



# Building New Institutions: The Labor Center and the Institute for Labor and Employment

**Carol Zabin, Chair**

## **The Institute for Labor and Employment in its second year**

As many readers know, the new multi campus Institute for Labor and Employment (ILE) is devoted to studying, and finding solutions for, problems of labor and employment in California and the nation. The ILE was founded on July 1, 2000 by an act of the California state legislature with the support of the U.C. Office of the President and organized labor in California. In its short life, the ILE has initiated a number of new programs, including an annual grants competition for faculty and students working on labor issues, an annual report entitled the *State of California Labor*, and a variety of conferences, seminar series and other public events (for more information see [www.ucop.ile.edu](http://www.ucop.ile.edu)). The ILE devotes approximately 40% of its budget to the two labor centers at UC Berkeley and UCLA.

The ILE is committed to building bridges between organized labor, policy makers and the University. In doing so, it is following the tradition of many UC programs that link important constituents to the University, including the Division of Agricultural and Natural Resources, the Schools of Education, and many others. Union leaders give their input to the ILE in several ways, including their participation in the ILE Advisory Board and in the grants competition review process. In addition, Tom Rankin, President of the California Labor Federation, sits on the governing council of the ILE.

## **New staff and new programs at the UC Berkeley Labor Center**

New funding from the ILE has allowed the UC Berkeley Labor Center, like its sister center at UCLA, to hire a number of new staff and to

greatly expand our capacity to carry out programs. I am very excited by the arrival of our new staff ( see profiles on pages 8 and 9). In July, Kirsten Snow Spalding took a leave of absence from the Labor Center to become Chief of Staff for the California Labor Federation.

Our larger staff is now ramping up a number of programs. As highlighted in this newsletter, we started a summer internship program in 2001 placing both undergraduate and graduate students in unions and community based organizations. The internship program will be continued in the summer of 2002. Other new programs include an exploration of alternative organizing models for youth and immigrants, a mutual support and training network for union researchers, research and workshops on unions' response to 9-11, a new labor education module on FTAA (including a video), research and training with homecare workers, and workshops to support unions who are involved in workforce training.

## **Budget battles**

In 2000 when the ILE was created, it was allocated a six million dollar annual budget. The next year (2000-2001), Governor Davis and the legislature cut the budget by \$500,000. In the face of a soaring budget deficit, it seemed possible that our budget would be cut further in the 2002-2003 budget cycle. However, when the Governor presented his budget to the legislature in January, the ILE budget remained at \$5.5 million.

We want to thank our many allies for writing letters of support to Governor Davis and UC President Atkinson. It is clear that state legislators now recognize the wide support the ILE

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## Labor Summer Interns Work With Unions and Community Organizations

This past summer the UC Berkeley Labor Center hosted the first annual Labor Summer Internship Program. Seventeen undergraduate and sixteen graduate students had the opportunity to intern with Bay Area unions and community organizations to learn organizing and strategic research skills. Union participants included SEIU Locals 1877, 616, and 790, CUE, local affiliates of AFSCME, ILWU, GCIU, and the Contra Costa Central Labor Council. Students also worked in community-based organizations such as the East Bay Alliance for a Sustainable Economy (EBASE) and the San Francisco-based Day Laborers Program in the Mission District.

Labor Summer helps build bridges between the academic world of the University of California and the labor movement. For eight weeks, experienced union organizers mentored undergraduate students, teaching them basic organizing skills and introducing them to the labor movement. According to their union supervisors, the students made enormous contributions to the participating locals as they learned to organize new union members, build political campaigns, and mobilize workers for collective action. The students gained hands-on experience in the union movement and new organizational skills. In addition to their field work, students participated in an intensive labor seminar three nights a week.

The Labor Summer Program introduced graduate students to applied labor research by matching the skills of graduate students to the research needs of unions and community organizations. One graduate student carried out a demographic study of the workers in the San Francisco Day Laborer's program using in-depth ethnographic interviews. The survey will be used to document hardship in the daily lives of day laborers. Other graduate students conducted research to evaluate living wage campaigns in Santa Rosa, Petaluma, and the Port of Oakland. Another graduate student, working with California Labor Federation, developed a policy analysis that compared California's unemployment insurance system with those of other states.

A number of interns reported that the Labor Summer internship program was a life-changing experience. Many have continued to volunteer with the unions and some have been offered permanent jobs.

Sara Flocks, new CLRE specialist, directed the undergraduate internship program. Warren Mar, CLRE specialist since 2000, directed the graduate student internship program.

The Center for Labor Research and Education will soon be accepting applications from both

**continued on pg. 11**



Back row from Left: Angeles Zaragoza, Frances Aguilar, Janelle Chan, Sybil Grant, Sara Flocks, Eliza Bates, David Liao, Liz Hinckle, Lorena Caldera, Tarak Shah. Front row from left: Sonya Mehta, Susan Montaro, Sarah Husain, Layla Naranjo, Crisanta Ilagan, Mona Barari, Ruth Cueto

## What's New in The Port of Oakland A Post 9-11 Update

As the national economic downturn worsens in the wake of the terrorist attacks of last September 11<sup>th</sup>, the Port of Oakland remains a major focus for economic development activities in the East Bay. National and local plans are in the works that would affect business at each of the Port's three divisions: Aviation, Maritime, and Commercial Real Estate. In response to these plans and the events of last September, affected labor unions have begun to organize - as individual locals and in coalitions - to defend the best interests of their members.

One issue that affects work at each division is the campaign for a living wage ordinance at the Port of Oakland. This campaign has been led by the East Bay Alliance for a Sustainable Economy (EBASE) in an attempt to create more favorable labor standards at the Port. As a result of a strong labor-community coalition, Measure I was approved by Oakland voters on March 5. This measure requires that certain contractors and tenants at the Port pay their workers at least \$9.13 with health benefits (or \$10.50 without benefits). In addition the measure requires that any firms replacing a contractor or tenant maintain the existing workforce for at least 90 days. These changes mean that about 1,500 workers would receive higher wages. While this policy is not as expansive as EBASE originally sought, voters approved this ordinance only because of the tremendous effort of EBASE, Port unions, and community allies.

At the Port's Aviation division, new security practices put in place since September 11<sup>th</sup> have had a major impact on local unions. The federalization of the airport screeners and the imposition of citizenship as a job requirement will adversely affect many workers at both major area airports. At San Francisco International Airport, the Service Employees International Union (SEIU) Local 790 represents these workers and prior to the events in September, SEIU Local 1877 had been attempting to organize the Oakland workers. Since the development of the new security

provision, both locals have coalesced with community organization to fight against further job losses.

At the Maritime division of the Port, the proposed federal Maritime Security Act could significantly reduce the union power of locals at the Port. As the bill was first written, it would be very dangerous to working people because of the imposition of background checks and the granting of broad powers to the Secretary of Transportation to develop criteria to decide who was employable. One clause that was discussed would ban any workers from maritime employment if they have been convicted of certain felonies. Given the nature of the criminal justice system, a disproportionate burden of this law will fall on African American men. Because of the organizing by the International Longshore and Warehouse Union (ILWU) and other unions, the most onerous passages of the bill have been diverted to a subcommittee for closer scrutiny.

At its Commercial Real Estate division, the Port is attempting to transfer its management functions to private developers. Port officials believe that they would increase revenues if they lease some of the central buildings at Jack London Square and allow private firms to manage them. A major concern of the Service Employees International Union (SEIU) Local 790, which represents some of the workers at Jack London Square is that members would lose their jobs if these managerial functions were privatized. Currently, SEIU Local 790 is negotiating with the Port over this issue.

In July 2001, the Alameda County Central Labor Council brought together various unions with interests at the Port and formed the Port Organizing Committee. Thus far, the unions have met to exchange information on organizing plans and to assess the impact of September 11th on their activities. In the future, the committee will meet in small groups based on the different Port divisions and identify what research and resources they need

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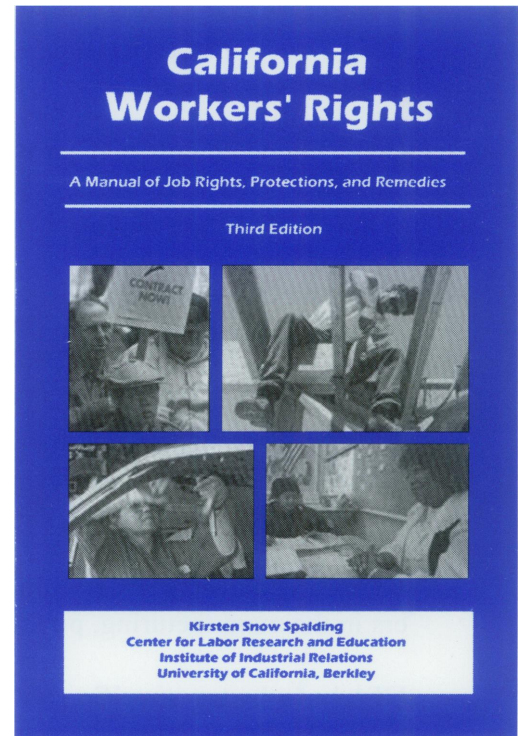
## Center for Labor Research and Education Products and Publications

### California Worker's Rights Third Edition

A basic overview of the legal protections of workers under California and federal law, written in understandable language, designed for use by workers and those who represent them.

"One of the most useful books California workers will ever encounter... Union stewards, advocates, and working people will find the answers to hundreds of burning questions. *California Workers' Rights* always reminds me of how hard we fought for these rights, and why we must continue to defend them."

-Art Pulaski, Executive Secretary-Treasurer  
California Labor Federation, AFL-CIO



CUT \_\_\_\_\_

### Order Form

Please send me \_\_\_\_\_ copies of **California Worker's Rights**. I have enclosed \$17.95/book and the appropriate shipping and handling.

Bulk orders will receive the following discount rates:

\$14.40/book for orders of 20-100 book

\$12.50/book for orders of 100 books

#### Shipping and Handling Charges:

##### Purchase Amount

##### S & H Charge

\$10.00 to \$25.00

\$3.50

\$25.00 to \$50.00

\$5.00

\$50.00 to \$100.00

\$7.00

\$100.00 to \$200.00

\$10.00

\$200.00 to \$500.00

\$15.00

Over \$500.00

\$20.00

Send check or money order payable to U.C. Regents to:

The Center for Labor Research and Education  
University of California, Berkeley,  
2521 Channing Way #5555  
Berkeley, CA 94720-5555  
Phone (510) 642-0323

## The Henning Center for International Labor Relations Presents

# TRADE SECRETS: THE HIDDEN COSTS OF THE FTAA

An **original video and interactive workshop** for union members about the latest proposal for global free trade – the Free Trade Area of the Americas (FTAA). The FTAA would extend the NAFTA to the entire Western Hemisphere, including 31 more countries and another 400 million people.

The workshop includes three modules designed to fit flexibly within the time constraints of active unions and labor education classes. The training can include one, two, or three of the following sections:

- **Trade Secrets: the hidden costs of the FTAA** – 15 minute educational video, featuring AFL-CIO President John Sweeney, and other labor leaders and experts. Narrated by TV star and SAG International Vice President Mike Farrell.
- **FTAA: a basic rap** – a 20-minute, in-depth look at the FTAA and its likely impact on workers in the manufacturing, public, and service sectors.
- **FTAA: industry specific role play** – a 20-minute fun and interactive role play exploring how the FTAA will impact specific industries. Tailored to the interests of participating unions.

Call Jeremy Blasi at (510) 642-1583 or email [blasi@uclink.berkeley.edu](mailto:blasi@uclink.berkeley.edu) to schedule a workshop and screening

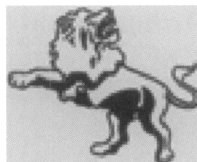
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**CLRE has a new website**  
**<http://laborcenter.berkeley.edu>**

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## Resource Manual for Immigrant Organizers

This invaluable resource manual was compiled from trainings for immigrant organizers developed by the Labor and Immigrant Organizing Network (LION). It offers skills building and training for immigrant organizers on Alternative Organizing Models, Workplace Enforcement, and Labor/Community Alliances. We have limited copies of this manual for \$15 a piece. Please call Neal Melton (510) 642-0232 for more information on how to obtain it.



#### **Labor Center Responds continued from pg. 1**

the impacts the current economic conditions affecting California workers and unions. Discussion also focused on the creative ways unions are coping with mass layoffs in the tourism industry, and the implications of the downturn on the state budget and public sector workers.

This event followed two other Labor Center workshops in December for leaders of the Service Employees International Union (SEIU) that focused on the international and domestic political ramifications of the events of 9-11. These trainings were designed to give SEIU leaders tools to analyze the new political and economic context post-September 11<sup>th</sup>. The workshops drew on the expertise of faculty from U.C. Berkeley and UCLA. Topics covered included: 1) Middle Eastern politics and the complexities of the war on terrorism in a historical context; 2) opportunities and constraints on domestic politics in light of President Bush's soaring popularity post-September 11<sup>th</sup>; and 3) the current economic recession and its probable effects on the California workforce.

As a participant in the Labor Committee for Peace and Justice, the Labor Center has de-

signed and sponsored training curriculum for union organizers and rank-and-file members on how to encourage open dialogue about the events of September 11<sup>th</sup> and the war in Afghanistan. More than 100 participants have attended trainings in Spanish and English on how to create opportunities within their unions for constructive and non-confrontational open-ended discussion on the war. A training manual in Spanish and English will be available soon from the Labor Center.

One group that has been severely impacted by the events of September 11<sup>th</sup> is California's immigrant population. The Labor Immigrant Organizing Network (LION), with Labor Center assistance, is preparing a report on the impact of 9/11 on immigrants and immigrant rights. From airport screeners to hotel workers, low-wage immigrant workers are suffering political, social, and economic fallout from the attacks. LION's report will draw primarily on interviews with immigrant workers about their experiences. It will be an important tool in encouraging the labor movement to continue supporting immigrant rights and immigration reform, while also exposing the experiences of immigrant workers in their own voices. The report will be released at a press conference in the spring.

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#### **Chair's Report continued from pg. 2**

enjoys.

However, the battle for our funding is not over. Further cuts in the state budget are expected this Spring as the legislature and the Governor attempt to close the budget deficit. Thus far, the University of California has been spared major cuts, but these may come later. We will keep our supporters abreast of new developments.

#### **Port of Oakland continued from pg. 4**

to push forward organizing. Hopefully, these meetings will be a starting point for multi-union work at the Port in a time of economic and political change following the events of September 11<sup>th</sup>. Steven Pitts, Labor Center Specialist is aiding the Central Labor Council by providing facilitation and technical assistance.

<http://laborcenter.berkeley.edu>

## New Staff at the CLRE

### Labor Specialists

#### Jeremy Blasi

Jeremy joined the Labor Center in April 2001. As research assistant for the Henning Center for International Labor Relations, he has been organizing public forums and developing educational materials on global trade issues, including a video documentary about the proposed Free Trade Area of the Americas. Before joining the CLRE, he worked on various labor rights projects as a undergraduate at Berkeley, including helping to establish an anti-sweatshop policy for UC's licensed goods.

#### Sara Flocks

Sara joined the Labor Center in March 2001. She previously worked as a community organizer for the United Farm Workers. Her current area of concentration is on young workers and student programming. She is conducting research on the conditions of working students and young union members. Sara also coordinates the Labor Summer Internship program, designed to expose students to union and community organizing, and is organizing a town hall meeting to build bridges between youth organizers and the labor movement.

#### Lea Grundy

Lea joined the Labor Center in January of this year. She has ten years of experience as a union organizer, most recently organizing homecare workers with SEIU Local 616 in Alameda County. Lea also worked for several years with the Labor Project for Working Families, providing technical and research assistance on work and family issues to labor unions nationwide. At the Labor Center she is looking forward to continuing to do research and education on homecare and childcare issues. She will also coordinate the 2002 summer graduate student internship program, including placement and training of graduate student researchers in unions and community based organizations.

#### Scott Littlehale

Scott returned to his native state in October 2001 to join the Labor Center. Scott previously worked as a strategic researcher for the Union of Needletrades, Industrial and Textile Employees (UNITE) as well as for the international economics division of the AFL-CIO Public Policy Department. He is developing applied research workshops and "hands-on" training programs for graduate students and new union researchers, as well as conducting research that can address the organizing challenges confronting Northern California working families.

#### Warren Mar

Since joining the Labor Center in November 2000, Warren has concentrated on developing training and education programs for union leaders and service learning internships for UC students in labor unions and community based organizations. He also is working with other staff members in planning programs and educational trainings for the Labor Immigrant Organizing Network (LION). Before joining CLRE, Warren had spent over twenty years as a union organizer, including eleven years at HERE Local 2 in San Francisco as a rank and file elected officer and staff organizer.

#### Steven Pitts

Steven joined the Labor Center in August 2001. Among his interests are popular economic education, union transformation, labor's role in progressive processes of economic development, and the intersections of the labor movement and different racial/ethnic communities (looking at both race in the labor movement and class in communities of color). Prior to receiving his doctorate in economics, Steven worked in the oil tool industry in Houston for eight years and was an active member in Local 1742 of the United Steelworkers of America including serving as assistant chief shop steward.





Backrow from left: Scott Littlehale, Steven Pitts, Jeremy Blasi, John Momper, Mary Purcell, Warren Mar  
 Front row from left: Sara Flocks, Autumn Alvarez, Lea Grundy, Katie Quan, Carol Zabin, Anahita Forati, Neal Melton  
 Not Pictured: Lillian Autler

## Project Staff

### Autumn Alvarez

Autumn joined the Labor Center in June 2001 for a one-year internship. She has been conducting research on alliances between labor unions and community based organizations. Autumn has spent much of her life working on environmental and community development issues and is interested in finding effective links that join these forces with the labor movement.

### Lillian Autler

Lillian joined the Center in April of 2001. She is the lead researcher on a project investigating union involvement in publicly funded workforce development programs directed by Carol Zabin. She is also helping the Center to build a network of researchers and other research resources to support living wage campaigns in California.

### Mary Purcell

Mary joined the Labor Center staff in November 2001 as a program coordinator for immigrant rights. She is working with the Labor Immigrant Organizing Network on a number of immigrant rights and organizing projects. Prior to joining the Labor Center, Mary worked for 14 years on international economic and social policy issues in Washington D.C., Mexico City, and San Francisco.

## Administrative Staff

### Anahita Forati

Anahita has been working at the Labor Center since March 2001. Her background includes documentary filmmaking, non-profit operations management, and worker safety issues. She coordinates projects, manages operations, and plans events for the Labor Center.

### Neal Melton

Neal joined the Labor Center administrative team in June 2001. He comes from a background of rank-and-file union activism with AFSCME and SEIU, including stints as a steward and statewide executive board member of SEIU Local 535. He coordinates projects and assists in financial management.

### John Momper

John joined the Labor Center in November 2001 as business manager, directing the administrative team for the Labor Center. He has extensive experience working for non-profit social service agencies. His most recent position was Executive Director for the Alameda County Community Food Bank.

## **CLRE Calendar of Events**

### **2002-2003 ILE Request for Proposal**

The UC Institute for Labor and Employment is pleased to announce its third round of competition for research funding on labor and employment issues.

Deadlines for applications are in May 2002. Please go to this link for more information:

**<http://www.ucop.edu/ile/rfp/index.html>**

Applicants must be UC faculty or students. The Labor Center can help outside practitioners find academic partners for this funding.

#### **Program Categories:**

- Targeted Research Grants for faculty, ranging from \$15,000 to \$50,000 (and in exceptional cases, up to \$70,000).
- Small Research Grants for faculty, ranging from \$2,500 to \$15,000.
- Collaboration and Dissemination Grants for faculty, groups, campus units or departments:
  - a) Conferences, working groups, colloquia and public forums;

b) Research disseminations, policy briefs and trainings, textbooks, and exhibits;  
c) Labor Studies curriculum development projects for UC campuses.

- Fellowships for Graduate Students: a) Doctoral Dissertation Fellowships of \$15,000 plus in-state fee remission; b) En-route Master's and Pre-Dissertation Fellowships for doctoral students of \$5,000; and c) Fellowships for Professional School Master's Projects and Theses of \$10,000.

### **The 21<sup>st</sup> Annual Western Region Summer Institute for Union Women**

**Conference date:**  
**July 9-14, 2002**

**Location:**  
**Kresge College**  
**UC Santa Cruz**

Hosted by:  
The Center for Labor Research and Education, UC Berkeley and the Labor Occupational Health Program, UC Berkeley. Sponsored by the AFL-CIO Education Department and the United Association of Labor Educators.  
Union sisters from western states will gather for a week of

in-depth courses, workshops, cultural celebrations, solidarity, and fun. A Spanish-language track will also be offered with courses and workshops taught in Spanish.  
For more information call (510) 643-4312 or email [aforati@uclink.berkeley.edu](mailto:aforati@uclink.berkeley.edu)  
<http://www.iir.berkeley.edu/clre/unionwomen.html>

### **Bay Area Labor Studies Seminars**

**Wed , March 20, 4-6pm**  
Immigration & the African American Community:  
A Dialogue

**Wed, April 3<sup>rd</sup> 4-6pm**  
Teach-In on the War  
Against Terrorism

**Fri, April 5, 4-6pm**  
The March Primary: Did Labor  
Build Union Power?

**Wed , April 24<sup>th</sup> 4-6pm**  
Lessons in Organizing in the  
High Tech Industry

**Fri, May 3<sup>rd</sup>, 4-6pm**  
Young Workers in Berkeley

**Location:**  
Director's Lounge  
Institute of Industrial Relations  
2521 Channing Way  
Berkeley, CA 94720  
For more information call  
Neal Melton at (510) 642-0323  
[meltonn@uclink.berkeley.edu](mailto:meltonn@uclink.berkeley.edu)

**Labor Summer continued from pg. 3**

unions and students who want to participate in Labor Summer 2002. Please contact Sara Flocks at (510) 643-7077, email [flocks@uclink.berkeley.edu](mailto:flocks@uclink.berkeley.edu) or Lea Grundy at (510) 642-9188, email [grundyl@uclink.berkeley.edu](mailto:grundyl@uclink.berkeley.edu) to receive more information about Labor Summer 2002. Unions, community organizations, or students interested in par-

ticipating this summer may also apply on-line and get more information at <http://labor.center.berkeley.edu/programs/laborsummer>.

Labor Summer students were asked to reflect in writing on their experiences working with unions and in the community. This poem, written by Sarah Hussein, shares her experience of union work.

i sew your clothes  
i cook our food  
i wash your floors  
my name is-  
is on my shirt  
the shirt i wear  
but you don't care  
i feel so sad  
treated so bad  
do you not think  
that i am me  
a great person to be  
i can do great things  
but you've cut my wings  
i've lost my voice  
it barely squeaks  
its not fair  
that you really don't care  
i come each day  
can i live this way?  
i have no choice  
i need to eat..

eat  
breathe  
work  
labor  
across the world  
we all need  
to live.

i see a woman  
i see a man  
bent over brooms  
cleaning my rooms  
i cannot talk  
you cannot speak  
but i can hear-  
i hear you sister  
i hear you brother  
what can we do?  
you call to me,  
as i call to you.

one day i hope-  
one day i see  
we will all be free  
away from this pain,  
senseless gain.

our voices will be the same.

Sarah Hussein  
Labor Summer Intern 2001

## Art Gallery at IIR

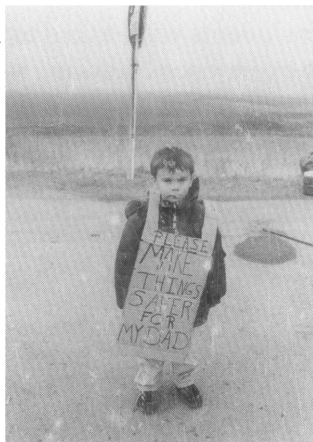


Photo by Tamara Kay:  
"Please make things  
safer for my dad", 2000

The Institute of Industrial Relations (IIR) is now the proud home of a public gallery space dedicated to presenting labor photographs and posters.

The gallery displays images that support and reinforce the Institute's organizational mission. Images of labor are presented on a broad range of subject areas, including occupational safety and health, collective bargaining, the changing workforce, labor culture, and globalization. The posters and photographs are the first examples of an emerging "permanent collection" that will be a resource for scholars and researchers seeking source material on visual art of the labor

movement. The photo exhibits feature a different artist every six months. The first show was "Waiting: Life on the Line" by Tamara Kay, on the Teamsters Local 439 strike in November 2000 in Tracy, California. Richard Bermack's work on social service workers is now on display. He is a writer and photographer for SEIU 535. The artist's statement and photos are on the web at: <http://www.iir.berkeley.edu/exhibit/exhibit1.html>. For more information about the exhibits contact Lincoln Cushing, electronic outreach librarian (510)642-1056 or email [lcushing@library.berkeley.edu](mailto:lcushing@library.berkeley.edu).



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