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THE STATE OF CALIFORNIA LABOR

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**A JOINT PUBLICATION OF THE INSTITUTE OF INDUSTRIAL RELATIONS
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PREFACE AND ACKNOWLEDGEMENTS

PAUL ONG AND JAMES R. LINCOLN

This volume represents a watershed in the histories of the Institutes of Industrial Relations at UC Berkeley and UCLA, which were established in 1945 as the University of California's primary vehicles for research, education, and service on labor and employment. For over 55 years, the two Institutes have supported and coordinated scholarly activities for faculty and student research on these themes, while offering outreach programs to unions, human resource managers, and other public and private sector employee constituencies. These activities have contributed significantly to the fulfillment of the University's obligation to serve the State of California as a whole. UC is one of the world's elite institutions of higher learning, but it can ill afford to be elitist. By pursuing research and service programs that directly benefit employees and the organizations that represent them such as unions and labor-oriented community groups, the programs of the IIRs provide some counterbalance to the enormous resources the University of California commits to education and research on business, management, and the professional workforce. The IIRs and the newly funded Institute of Labor and Employment that now sits atop them represent a deep and tangible commitment by the University to reaffirm its identity as a truly public institution with a mandate to serve *all* Californians, not least those who are relatively bereft of economic power - the lower-wage, the less-skilled, the minority or immigrant, and others disadvantaged in the labor market.

The *State of California Labor* is a significant and innovative event in the Institutes of Industrial Relations' long service to the University and State of California. The project was conceived by Paul M. Ong, Director of UCLA's IIR, to showcase the broad range of labor and employment research conducted at that Campus. Paul proposed to Jim Lincoln, Berkeley's IIR Director, that the *SCL* become a joint

project, thus symbolizing a renewed and closer partnership between the two Institutes. Moreover, the *SCL* volume project was designed to draw, not only on the intellectual resources of the Berkeley and Los Angeles Campuses, but on the UC system as a whole. The contributors of chapters thus hail from four UC Campuses: Berkeley, UCLA, Davis, and Riverside.

This book is the first in what will be a series *State of California Labor* reports. It marks an important transition in the histories of the UCLA and Berkeley Institutes. Henceforth, the Institute for Labor and Employment, a new UC-wide research entity, will produce the *SCL*. Moreover, unlike the current volume, which reports on research that UC scholars already had in the pipeline, future *SCLs* will be based on new data from large-scale original research studies of the California workforce, which the ILE will conduct at regular intervals.

The drive to establish the ILE began at Berkeley in response to the “Sunset to Dawn” Review to which all Organized Research Units on that Campus were subject in the 1999-2000 academic year. Friends of IIR felt that a bold new vision was needed: rather than continue as in the past to support research by Berkeley faculty and students and provide outreach chiefly to Northern California labor movement constituents, Berkeley’s Institute should join with UCLA in crafting an expansive new program of policy research and outreach on critical contemporary statewide labor and employment problems. The IIR at UCLA under Director Paul Ong was facing its own Sunset Review and thus welcomed the opportunity to partner with Berkeley in forging a new, forward-looking model for the IIRs in the 21st Century. With the help of the California Labor Federation and other influential friends (including IIR Founding Director Clark Kerr), the Institutes launched a campaign to persuade the University and the State to establish the ILE as a new UC Multi-Campus Research Unit. The effort came to fruition on June 30, 2000 when Governor Gray Davis signed the State of California Budget for 2000-01, adding \$6 million in permanent funding to UC’s budget earmarked for the ILE. The \$6 million represents a very substantial commitment on the part of the University and the State to the ILE mission of leading-edge policy research on problems of employment and the California workforce. While it still

pales against the University's vast investments in business-oriented research, teaching, and service, the funding of the ILE is a major public statement of UC's commitment to extend a share of its resources to all working Californians.

The key players behind the establishment of the Institute for Labor and Employment have been the two IIRs (directed by Jim Lincoln at Berkeley and Paul Ong at UCLA), their Labor Centers (chaired by Kirsten Spalding at Berkeley and Kent Wong at UCLA), the Advisory Boards of the Labor Centers (chaired by Peter Olney at Berkeley and Dave Sickler at UCLA), and the University of California Office of the President. The proposal received crucial support from former UC President and founding IIR Director Clark Kerr, and former IIR Director Lloyd Ulman. Yet the most critical players of all in persuading the legislature and Governor to support the ILE were UC President Richard Atkinson, a champion of the project from the start, and the leaders of the California Labor Federation: Executive Secretary-Treasurer Art Pulaski and President Tom Rankin.

Future editions of *The State of California Labor* report and the research on which it is based will be a centerpiece, but by no means the only activity, of the Institute of Labor and Employment (ILE). The ILE will draw on faculty, staff, and student resources throughout the UC system and will support an array of applied and policy research and outreach programs addressed to critical contemporary problems of labor, employment, and the workforce. The activities of the ILE will be centered at UC Berkeley and UCLA, each branch having the responsibility to involve faculty and students and organize research and service on other UC campuses in the northern and southern regions of the state. In this way, the ILE can leverage the scholarly expertise of all nine campuses in support of its overall labor and employment agenda while, in turn, promoting activities around that agenda on each UC campus. The establishment of the ILE is thus a most timely undertaking. The present economic challenges facing California today are no less daunting than the threats of unemployment, recession, and industrial unrest, which faced our state in the aftermath of World War II and impelled the governor and legislature to create the Institutes of Industrial Relations in 1945. By coordinating and supporting research throughout the system, the

University of California through the Institute of Labor and Employment and the two Institutes of Industrial Relations will continue to make important contributions to formulating policies and developing programs for the state's 21st Century workforce.

We acknowledge the wonderful support and assistance that made this first edition of *SCL* possible. The two Institutes of Industrial Relations contributed the bulk of the funds and staff support, but the project was also supported by a generous grant from the University of California Office of the President. Much of the research reported in this book was initially made possible by grants to authors obtained from foundations, governmental agencies, and other funding programs. The list includes: the Rockefeller Foundation, Ford Foundation, California Wellness Foundation, the State of California Employment Development Department, California Department of Social Services, U.S. Department of Labor, UCLA's Lewis Center for Regional Policy Studies, UC California Policy Research Center, the Alfred P. Sloan Foundation, the Sloan HR-Network, and the Sloan Competitive Semiconductor Manufacturing Team.

It would also have been impossible to produce this book without the hard work and able assistance of several staff people: Joyce Chon, Pat Kracow, Charles Ku, Hien McKnight, Glen Omatsu and Kylee Williams at UCLA, and Kent Pinstler at Berkeley. We want particularly to acknowledge Julia Heintz-Mackoff who did an outstanding job of overseeing the daily and tedious tasks needed to bring all of the papers together and turn them into chapters.

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