

# [2017-18 annual report]





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# DIRECTOR'S MESSAGE



## Institute for Research on Labor and Employment (IRLE)

IRLE's mission is to promote better understanding of the conditions, policies, and institutions that affect the well-being of workers and their families and communities. We inform public debate with hard evidence about inequality, the economy, and the nature of work.

Sandra Smith served as IRLE's Interim Director during 2017–18. This was a time of exciting growth. IRLE expanded our engagement with students through a range of new programs, launched new research programs, and continued to expand the resources we offer faculty.

Some of the highlights of our year:

- Awarded 17 IRLE **Faculty Research Grants**—\$274,548 total—to UC Berkeley faculty for research and events.
- Held a **conference** to celebrate the 10th anniversary of the **Center on Wage and Employment Dynamics (CWED)**.
- The **California Policy Lab** held a convening of experts to discuss ways to better serve California's high needs population.
- Held a year-long **speaker series** featuring experts from around the country, in conversation with Berkeley faculty.
- Hosted two all-day **research workshops** featuring the work of our visiting scholars, and two colloquia on issues facing agricultural workers.
- Launched a **Labor Studies program** with three courses in Public Policy and multiple pathways for undergraduate and graduate students to gain experience in community-engaged research.
- Supported the launch of **The Shift Project**, IRLE faculty affiliate Danny Schneider's research hub studying unstable work scheduling.
- Grew the **California Policy Lab**: added five new staff and obtained over \$3 million in new grant funding.
- Piloted an IRLE undergraduate research apprenticeship program, modeled on the campus program, matching **28 students** with research mentors to pursue real-world projects on work and workers.



- Funded **four working groups** to explore issues related to agricultural labor, mass incarceration, and labor and political economy.
- Expanded **grants administration** capacity to support faculty seeking external funding, nearly tripling the volume of proposals submitted.
- **Completed renovations** to provide more usable office space, improved conferencing technology, and drop-in work space for students and faculty.

The following pages detail the impressive work of IRLE and its Centers in raising the profile of working people in public debates and developing cutting-edge analysis of the issues that shape workers' lives, including wages, the safety net, and legal rights.

We are proud to have greatly expanded the scope and depth of IRLE's engagement with students, faculty, policymakers, and the labor movement.



**Jesse Rothstein**

Director of IRLE, on sabbatical 2017–18  
Professor of Economics and Public Policy



**Sandra Smith**

Interim Director of IRLE, 2017–18  
Professor of Sociology

# OVERVIEW

UC BERKELEY

**LABOR  
CENTER**

## The Labor Center

Founded in 1964, the Labor Center conducts research and education on issues related to labor and employment in California and beyond. Its curricula and leadership trainings educate a diverse new generation of labor and community leaders. In 2017-18, the Labor Center's programs continued to provide critical research, education and outreach that informed public debate and policy.

The Labor Center also launched two new programs: The Future of Work, a research initiative, and a Labor Studies Program to expand programming for UC Berkeley students interested in labor.

### LOW-WAGE WORK

The Labor Center has long been a leading source of definitive research, policy expertise, and technical assistance on labor standards policies. This program seeks to understand the transformation of low-wage work and the potential impact of policy interventions in low-wage labor markets. Research in 2017-18 looked at California's new statewide and local minimum wage laws, and the home care and janitorial industries. We released *The Union Effect in California*, a series of reports documenting the impact of unions on wages, benefits, and public policies, in advance of the Supreme Court *Janus v. AFSCME* case.

### HEALTH CARE

Our sought-after research in 2017-18 showed how California can continue closing its health care coverage gap by covering undocumented Californians and making individual market coverage more affordable. This analysis informed efforts of policymakers, advocates, and labor to develop and enact policy to bring California closer to universal and more affordable coverage.

### RETIREMENT SECURITY

The Labor Center conducts research on the retirement income security of low- and middle-wage workers in the context of threats to Social Security and the decline of secure workplace pensions. In 2017-18, we focused on teacher pensions, the fiscal impact of aging California, and the implementation of a state-sponsored automatic retirement savings program (California Secure Choice) for private-sector workers.

## GREEN ECONOMY

This program develops primary research and outreach on labor and workforce issues in the clean energy economy. In 2017–18, we provided labor, equity, and environmental justice organizations, state agencies, and elected policymakers with technical assistance for building a “social contract” to transition to a low-carbon economy that improves conditions for workers and low-income communities. We also developed a workforce policy action plan for the California Labor Agency on the state’s climate legislation.

## BLACK WORKER PROGRAM

Our Black Worker Program aims to reduce Black unemployment and increase the quality of jobs available to Black workers. In 2017–18, we hosted the C.L. Dellums African American Leadership School to shed light on the conditions of Black workers in Contra Costa, including the impact of mass incarceration and out-migration from San Francisco and Oakland.

## LEADERSHIP DEVELOPMENT

We continued offering courses to build the skills of worker and community organizations to address a changing political and economic environment. Courses included: Strategic Campaigns Workshop, Strategic Research Workshop, Building Trades Organizers’ Forum, and a Lead Organizer Institute.

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# New Programs

## FUTURE OF WORK

In 2017, we launched a multi-year project about the future of work to help policymakers and worker organizations respond to new technology and its effect on employment and job quality. In collaboration with Working Partnerships USA, we began developing a multi-sector case study examination of the impact of new technology on work.

## LABOR STUDIES PROGRAM

This new program introduces students to labor and employment issues. Thanks to partnerships with unions and labor organizations, our Labor Summer Internship Program offered paid organizing and research positions with unions and community groups in Northern California. In addition, two new classes have attracted undergraduate and graduate students from various disciplines interested in labor, employment, and economic justice.



## California Policy Lab (CPL)

This past year, the California Policy Lab grew from an idea to reality. Through several research partnerships between California government and the state's flagship universities, we launched exciting projects on criminal justice, education, the social safety net, and homelessness. We have attracted a talented and still-growing team at both our sites in Berkeley and UCLA. Our robust infrastructure for facilitating projects using administrative data has led to new California agency partners. Despite our short tenure, we have already begun publishing policy-relevant research and policy briefs.



## Center on Wage and Employment Dynamics (CWED)

Since it was established in June 2007, CWED has become well-known for its trailblazing academic and policy research on many important economic issues, including the effects of the Great Recession, public sector workers, low-wage labor markets and, most notably, minimum and subminimum wage impacts.

In 2017, CWED celebrated its 10th anniversary with a one day symposium featuring highly-acclaimed economists, and continued to produce path-breaking research on minimum and subminimum wage floors at the federal, state and local levels.



## Center for the Study of Child Care Employment (CSCCE)

During 2017–18, our efforts proposed strategies to address and reform the financing of early childhood education (ECE). Limited public investment, heavy reliance on the private market, and a parent's ability to pay drive inequities in ECE and thwart its reform. Notable achievements included the release of our second Early Childhood Workforce Index, which found that the younger the child, the less public funding available, and the lower the pay of teachers. A second was our involvement in a prestigious National Academy of Sciences, Engineering, and Medicine Committee that produced a report on ECE that relied heavily upon our research.

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## *cper* California Public Employee Relations (CPER)

CPER provides the California public sector with valuable resources to navigate the laws and protections covering collective bargaining and individual rights in the workplace. Our pocket guides explain the laws and procedures covering public employment.

## SHIFT The Shift Project

The Shift Project, formed in 2016, studies precarious employment and scheduling practices at the nation's largest retail and food service firms. In 2017–18, new research briefs explored data from Philadelphia and Connecticut, documenting high levels of routine schedule instability and unpredictability, which create hardships and stress for workers and their families. The briefs received extensive media coverage and informed new policy discussions.



# PUBLICATIONS 2017–18

IRLE and its centers published numerous reports, policy briefs, blogs, and commentary in 2017–18. Below are highlights illustrating the breadth of research by our staff researchers and faculty affiliates. For a full listing of our publications visit [irle.berkeley.edu/publications](http://irle.berkeley.edu/publications).

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## IRLE WORKING PAPER SERIES

IRLE's Working Paper series brings preliminary works and new research from faculty and campus researchers to a broad audience for discussion and comments. Papers published in 2017–18 include:

Labor Platforms and Gig Work: The Failure to Regulate. Collier, Dubal & Carter (September 2017)

Who Profits From Patents? Rent-Sharing at Innovative Firms. Kline, Petkova, Williams & Zidar (September 2017)

The Effects of California's Public Policy on Jobs and the Economy Since 2011. Perry (November 2017)

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## IRLE POLICY BRIEFS

IRLE's Policy Brief series translates academic research by our faculty affiliates and campus researchers for a policy audience. We distribute briefs to policymakers and journalists, and promote them on social media.

State Policy Strategies for Narrowing the Gender Wage Gap. Coghlan & Hinkley (April 2018)

Earned Income Tax Credit (EITC) Update: California Expansion, Federal Inaction. Coghlan & Hinkley (June 2018)

Through innovative analysis and research, we bring work and workers into academic and policy conversations, and show how labor issues, communities, and institutions affect each other.

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## INDUSTRIAL RELATIONS: A JOURNAL OF ECONOMY AND SOCIETY

IRLE publishes the quarterly journal *Industrial Relations: A Journal of Economy and Society*. Edited by Chris Riddell, Associate Professor of Economics, University of Waterloo.

### Featured articles

Why Do Earnings Fall with Job Displacement?  
Carrington & Fallick (October 2017)

Choosing Skilled Foreign-Born Workers:  
Evaluating Alternative Methods for Allocating  
H-1B Work Permits. Sparber (January 2018)

The UK Gender Pay Gap 1997–2015: What  
Is the Role of the Public Sector? Jones,  
Makepeace & Wass (April 2018)

Employment Effects of the Affordable Care  
Act Medicaid Expansions. Leung & Mas (April  
2018)

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## SCHOLARLY PUBLICATIONS

Structurally Adjusting: Narratives of Fiscal  
Crisis in Four US Cities. *Urban Studies*. Hinkley  
(July 2017)

Scraping By: Income and Program  
Participation After the Loss of Extended  
Unemployment Benefits. *Journal of Policy  
Analysis and Management*. Rothstein & Valletta  
(Fall 2017)

Austerity as the New Normal: The Fiscal  
Politics of Retirement in San Jose, California.  
In *Cities under Austerity: Restructuring the US  
Metropolis*. Hinkley (February 2018)

DIY Detroit: Making Do In a City Without  
Services. *Urban Research & Practice*. Hinkley  
(April 2018)

### Commentary

What Does the Seattle Experience Teach Us  
About Minimum Wages? *Econofact*. Rothstein  
(August 2017)

What Comes Next? Janus v. AFSCME. *Berkeley  
Blog*. Hinkley (June 2018)

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“The Union Effect in California” is a three-part series exploring the ways in which unions affect the lives of all working people—both union members and nonunion members—in California. The studies were conducted as the U.S. Supreme Court prepared to issue a ruling in *Janus v. ASFCME* that threatened to weaken public sector unions.

The Union Effect in California #1: Wages, Benefits, and Use of Public Safety Net Programs. Thomason & Jacobs (May 2018)

The Union Effect in California #2: Gains for Women, Workers of Color, and Immigrants. Thomason & Bernhardt (June 2018)

The Union Effect in California #3: A Voice for Workers in Public Policy. MacGillvary & Jacobs (June 2018)

### Commentary

This One Cartoon Explains the Difference Between California and Republican Economic Policy. *Raising the Bar*. Perry (November 2017)

High Court Union Dues Ruling a Blow to Democracy. *The Mercury News*. Jacobs (June 2018)

Janus vs AFSCME, en defensa de los sindicatos. *La Opinión*. Jacobs, Thomason & Narro (June 2018)

What is at Stake in Supreme Court Ruling on Janus vs. AFSCME. *Raising the Bar*. Jacobs & Thomason (June 2018)



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## LOW-WAGE WORK

The Impact of Wages and Turnover on Security and Safety in Airports: A Review of the Literature. Galler (October 2017)

California is Working: The Effects of California's Public Policy on Jobs and the Economy Since 2011. Perry (November 2017)

California's Homecare Crisis: Raising Wages is Key to the Solution. Thomason & Bernhardt (November 2017)

Employment Estimates for Hotel Workers in Oakland, CA, 2016. Sanchez & Bernhardt (April 2018)

At the Wage Floor: Covering Homecare and Early Care and Education Workers in the New Generation of Minimum Wage Laws. Thomason, Austin, Bernhardt, Dresser, Jacobs & Whitebook (May 2018)

### Commentary

It's Simple. To Make Air Travel Safer, Pay Airport Workers More. *Newsweek*. Jacobs (December 2017)

Making Sense of the New Government Data on Contingent Work. *Raising the Bar*. Bernhardt (June 2018)

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## HEALTH CARE

Towards Universal Health Coverage: California Policy Options for Improving Individual Market Affordability and Enrollment. Lucia & Jacobs (March 2018)

### Commentary

How Big Are the Projected Medi-Cal Cuts Under the Senate Bill in Context of the State Budget? *Raising the Bar*. Lucia & Jacobs (July 2017)

McConnell's ObamaCare Repeal Would Hurt Millions, and You Could Be Among Those Hurt. *The Hill*. Jacobs (July 2017)

Which Congressional Districts Face the Largest Medi-Cal Coverage Losses under the Senate Bill? *Raising the Bar*. Lucia, Perry & Jacobs (July 2017)

The GOP's Last-ditch Effort to Repeal the Affordable Care Act is the Worst One Yet for California. *Raising the Bar*. Lucia, Perry & Jacobs (September 2017)

550,000 Fewer California Jobs Projected under Last-ditch GOP Health Bill in 2027. *Raising the Bar*. Lucia, Perry & Jacobs (September 2017)

California's Policy Options: Making Individual Market Coverage More Affordable. *California Health Care Foundation Blog*. Lucia (March 2018)



[low-wage work]

## RETIREMENT SECURITY

California's \$15 Minimum Wage and Secure Choice Retirement Savings Program Can Boost Young Low-Income Workers' Retirement Incomes by 50%. Rhee (December 2017)

Most Kentucky Teachers Are Significantly Better off with Pensions than 401(k)s. *Raising the Bar*. Rhee (March 2018)

What We Can Learn from the California Model for Improving Workers' Financial Security. Rhee (March 2018)

### Commentary

If Someone Tells You Your Kid's Teacher Would Be Better Off with a 401(k) than a Pension, Don't Believe It. *Los Angeles Times*. Rhee (July 2017)

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## GREEN ECONOMY

The Net Economic Impacts of California's Major Climate Programs in the Inland Empire. Jones, Duncan, Elkind & Hanson (August 2017)

Diversity in California's Clean Energy Workforce: Access to Jobs for Disadvantaged Workers in Renewable Energy Construction. Luke, Zabin, Velasco & Collier (August 2017)

High Road for Deep Water: Policy Options for a California Offshore Wind Industry. Collier (November 2017)

### Commentary

Cap-and-Trade System an Economic Net Positive for Inland Empire. *Inland Valley Daily Bulletin*. Elkind, Jones & Perry (July 2017)

Diversity in Kern's Clean Energy Workforce: UC Berkeley report. *The Bakersfield Californian*. Zabin & Collier (September 2017)

California's Plans for Offshore Wind Power Run Into Navy Opposition. *San Francisco Chronicle*. Collier (November 2017)



## [minimum wage]



Are Local Minimum Wages Absorbed by Price Increases? Estimates from Internet-based Restaurant Menus. *ILR Review*. Allegretto & Reich (January 2018)

Should New York State Eliminate its Subminimum Wage? Allegretto (April 2018)

A Post-Great Recession Overview of Labor Market Trends in the United States and California. Allegretto (June 2018)

### Commentary

The Trump Administration's Proposal for Tips Will Only Hurt Employees. *The Washington Post*. Allegretto (February 2018)

For Fairness' Sake, Nix the Tipped Wage. *New York Daily News*. Allegretto (April 2018)

**“CWED has accumulated an impressive body of sound empirical work on the minimum wage and other topics. It is not surprising that the CWED researchers are often consulted by policymakers on Capitol Hill and elsewhere.”**

— Lawrence Mishel, Economic Policy Institute



CSCCE released its second Early Childhood Workforce Index in June 2018, a comprehensive, interactive update to the inaugural 2016 Index on the progress made by states to improve conditions for the early care and education workforce. A new, significant finding was that the younger the age of the child cared for, the lower the pay.

Early Childhood Workforce Index. Whitebook, McLean, Austin & Edwards (June 2018)

Strategies in Pursuit of Pre-K Teacher Compensation Parity: Lessons From Seven States and Cities. Berkeley, CA: CSCCE and the National Institute for Early Education Research. McLean, Dichter & Whitebook. (October 2017)

Early Childhood Preparation for School Leaders: Lessons from New Jersey Principal Certification Programs. Sakai, Copeman Petig, & Austin (December 2017)

Teaching the Teachers of Our Youngest Children: The State of Early Childhood Higher Education in Florida. Copeman Petig, Sakai, Austin, Edwards & Montoya (December 2017)

Video: Getting it Right for Our Babies- En Espanol: Lally, Whitebook Montoya & Weatherston (January 2018)

The Workforce Data Deficit: Who it Harms and How it Can Be Overcome. Whitebook, McLean & Austin (May 2018)

Podcast: On Worthy Wage Day, Early Childhood Educators Fight for Support. *Berkeley News*. Whitebook (May 2018)



## Early Childhood Workforce Index

Whitebook, McLean, Austin, & Edwards (June 2018)

## The Shift Project made headlines and sparked policy change with its brief that showed how routine instability in work schedules affects the lives and well-being of Philadelphia retail and food service workers.



Letters of Recommendation at UC Berkeley. Rothstein (July 2017)

Does New School Construction Impact Student Test Scores and Attendance? Lafortune & Schönholzer (Oct 2017)

High Users of San Francisco's Criminal Justice System. Skog (March 2018)

Early Criminal Defense Yields Large Reductions in Pre-Trial Detention. Yarmosky (June 2018)



Income Volatility in the Service Sector: Contours, Causes and Consequences.

*The Aspen Institute: EPIC.* Harknett & Schneider (July 2017)

Working in the Service Sector in Philadelphia. Harknett & Schneider (February 2018)

The Evaluation of Seattle's Secure Scheduling Ordinance. *West Coast Poverty Center, University of WA.* Haley, Harknett, Harper, Lambert, Romich & Schneider (March 2018)

Working in the Service Sector in Connecticut. Harknett & Schneider (March 2018)



Basics of Labor Relations (5th ed.)

Disability Discrimination in the California Workplace (4th ed.)

Family and Medical Leave Acts (6th ed.)

Public Safety Officers Procedural Bill of Rights Act (17th ed.)

# IN THE NEWS

In 2017–18, research conducted by IRLE and its centers was featured in dozens of local, regional, and national outlets, including: the *New York Times*, *Washington Post*, *Los Angeles Times*, *Wall Street Journal*, *USA Today*, *The Atlantic*, *The Chicago Tribune*, *U.S. News and World Report*, *Marketplace*, and more.



Wanted: Qualified People Who Will Work for Yesterday's Wages  
*Marketplace* | August 3, 2017

Discriminación Hacia los Campesinos Mexicanos en EE.UU. Afecta su Salud  
*Telemundo* | May 9, 2018

Education Isn't the Key to a Good Income  
*The Atlantic* | September 26, 2017

What's Really Behind Economic Mobility?  
*CityLab* | May 16, 2018

To Avoid Sexism on Job-Posting Site, Economists Petition to Start Their Own  
*Wall Street Journal* | October 26, 2017

The Growing Achievement Gap  
*U.S. News and World Report* | May 28, 2018





[fair wages]

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## LOW-WAGE WORK

What We Talk About When We  
Talk About the Gig Economy

*American Prospect* | July 28, 2017

Chicago Set to Raise Airport Workers' Pay,  
Clear Path to a Union

*Chicago Tribune* | September 5, 2017

New Target Store Workers Are About to Get  
a Raise

*USA Today* | September 25, 2017

An Important New Analysis Shows Progressive  
Policies Don't Hurt, and Probably Help,  
Growth and Jobs

*Washington Post* | November 14, 2017

Minimum Wage Will Rise in 18 States in  
2018 — but No One Can Agree on the Impact  
It Will Have

*Business Insider* | December 21, 2017

California Today: Raises Come with Increase in  
Minimum Wage

*New York Times* | January 5, 2018

The Post-America Economy

*Marketplace* | February 26, 2018

Study: Government Needs to Boost Child and  
Home Health Care Funding

*Capital & Main* | May 22, 2018

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## HEALTH CARE

Two Million Could Lose Insurance Under Graham-Cassidy Health Care Bill; Hospitals Face Revenue Hit  
*Los Angeles Business Journal* | September 22, 2017

California Lawmakers Kick Off Health Care Hearings  
*The Mercury News* | October 23, 2017

1.7 Million Fewer Californians Would Have Insurance if Health Mandate is Repealed, UC Berkeley Labor Center Estimates  
*San Francisco Chronicle* | November 15, 2017

Editorial: GOP Tax Plan Is Cynical Wealth Redistribution  
*The Mercury News* | December 5, 2017

Editorial: California Can Still Protect Health Insurance Gains  
*San Francisco Chronicle* | December 22, 2017

The Medicaid Work Requirements Could Make it Impossible to Qualify for Medicaid in Most States  
*The Nation* | January 18, 2018

Report: California Should Consider State Subsidies to Increase Health Coverage  
*The California Report* | March 6, 2018

The Health-Care Campaign to Cover California's Remaining Uninsured  
*Capital & Main* | April 24, 2018

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## RETIREMENT SECURITY

Dreaming of Retirement? Don't Forget to Plan  
*Boston Globe* | September 8, 2017

Statement from California Treasurer John Chiang on UC Berkeley Retirement Study  
*Medium* | December 12, 2017

Secure Choice and Higher Minimum Wage in California Benefits Retirement Income Alliance for Retirement Income Adequacy | January 30, 2018

Podcast: Dr. Rhee on Her Report "Most Kentucky Teachers Are Significantly Better Off with Pensions than 401k's"  
*Teach Frankfort* | May 1, 2018

Public Pension Advocacy Group Accuses Pew and Donor of Bias  
*Bloomberg BNA* | May 8, 2018



## [green economy]

### GREEN ECONOMY

Study: State Climate Policies Boost Inland Empire's Economy  
*Capital & Main* | August 23, 2017

From Oil Refineries to Solar Plants, Unions Bend California Climate Change Policies in Their Favor  
*Los Angeles Times* | September 20, 2017

San Jose: Public Projects Valued at \$6 Million Will Require Project Labor Agreements  
*The Mercury News* | October 24, 2017

California Proves Trump Wrong  
*Washington Post* | January 10, 2018

Solar Tariff Figures to Hurt, Not Kill, an Industry That's Helping Southern California in a Big Way  
*Inland Valley Daily Bulletin* | January 24, 2018

Offshore Wind Farms Coming to California — but the Navy Says No to Large Sections of the Coast  
*San Diego Union-Tribune* | May 6, 2018

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### BLACK WORKER PROGRAM

Will Altering the 13th Amendment Bring Liberation to the Incarcerated 2.3 Million?  
*Truthout* | August 5, 2017

The Mounting Attack on Organized Labor and What it Means for African-Americans  
*Atlanta Black Star* | September 27, 2017

Some Black Americans Turn to Informal Economy in the Face of Discrimination  
*NPR All Things Considered* | October 27, 2017

Immigration, Labor and the Black Community  
*Los Angeles Sentinel* | November 2, 2017

How Automation Could Worsen Racial Inequality  
*The Atlantic* | January 16, 2018



Studies Find Pros, Cons to Seattle's \$15 Minimum Wage  
Wisconsin Public Radio | July 20, 2017

Hotel Boom in SeaTac Is Unfettered by \$15 Minimum Wage  
*New York Times* | July 31, 2017

No, Stephen Miller, Immigration Is not a Major Cause of Income Inequality  
*Huffpost* | August 3, 2017

Why Sexual Harassment Rates Are So High in the Restaurant Industry  
*CityLab* | November 21, 2017

Wielding Data, Women Force a Reckoning Over Bias in the Economics Field  
*New York Times* | January 10, 2018

Minimum Wage: Coffee, Doughnuts, and the Cost of a Living Wage  
*BBC News* | January 15, 2018

Supreme Court May Deal Major Blow to Labor Unions  
*USA Today* | January 28, 2018

How Much is an Hour Worth? The War Over the Minimum Wage  
*The Guardian* | April 13, 2018

For Fairness' Sake, Nix the Tipped Wage  
*New York Daily News* | April 22, 2018

### Teacher pay coverage

Here's How Teacher Pay Stacks Up to Other Comparable Jobs  
*Michigan Radio* | July 26, 2017

Why America's Teachers Haven't Been Getting Raises  
*The Atlantic* | March 14, 2018

The Data Tells All: Teacher Salaries Have Been Declining for Years  
*EdSurge* | April 5, 2018

Walkouts and Teacher Pay: How Did We Get Here?  
*NPR* | April 11, 2018





It's Getting Even Harder to Hire  
Early Childhood Educators  
*KPCC* | October 30, 2017

Will a College Degree Requirement Lead to  
Better, More Respected Preschool Teachers?  
*Washington Post* | November 9, 2017

We Know How to Provide Good Child Care. We  
Just Don't Invest Enough to Do It  
*Slate* | November 28, 2017

With Low Pay, Finding Qualified Early Childhood  
Teachers Remains a Challenge in Some Areas  
*Marketplace* | November 30, 2017

As Public Pre-K Expands in Schools, Study Finds  
Principals Are Unprepared to Support it  
*Hechinger Report* | December 19, 2017

How to Foster Quality Early Childhood Education  
*KQED* | January 12, 2018

Why Are Our Most Important Teachers Paid the  
Least?  
*New York Times Magazine* | January 14, 2018

Do Pre-K Teachers Need a Bachelor's Degree?  
National Initiative Seeks Consensus on Decades-  
Old Debate  
*The 74* | April 27, 2018

Study: Government Needs to Boost Child and  
Home Health Care Funding  
*Capital and Main* | May 22, 2018

Child-Care Pay So Low, Many Workers Qualify  
for Government Help, Report Says  
*Education Week* | June 28, 2018





The Policy Labs We Urgently Need  
*Governing* | December 13, 2017

Follow the Data: A Funder's Push for Evidence-Based Local Policy  
*Inside Philanthropy* | June 18, 2018

Public Defender's New Pretrial Release Program Slashes SF Jail Stays: Study  
*San Francisco Chronicle* | May 15, 2018

UC Regents Panel Backs Limited Use of Letters of Recommendation at Campuses Systemwide  
*Los Angeles Times* | July 12, 2017

Lab Researching Scientific Solutions to Social Problems Receives \$2.85M Grant  
*The Daily Bruin* | May 29, 2018

Tipping Point Quarterbacks Study to Increase Filing for Low-Income Tax Credits  
*Medium* | August 12, 2018



Philadelphia Hourly Workers in Food and Retail are Stressed by

Why Fair Scheduling Laws Will be the New Minimum Wage Battle  
*Fast Company* | May 4, 2018

Unpredictable Hours  
*The Philadelphia Inquirer* | March 13, 2018

Living Paycheck to Paycheck, and Hour to Hour  
*CityLab* | June 11, 2018

More Families Feel Insecure. That's Because They Are.  
*Slate* | March 20, 2018

Philadelphia Hopes to Become Next Major City to Pass Fair Workweek Legislation  
*NBC Philadelphia* | June 14, 2018

Report: CT Hourly Workers Experience Unstable Pay, Hours  
*Hartford Business* | April 3, 2018

Give Shift-Bound Workers a Break: Predictable Schedules  
*The Philadelphia Inquirer* | June 29, 2018

# FACULTY AND STUDENT PROGRAMS

**IRLE funded 17 faculty research projects totaling \$274,548 in 2017–18, led by faculty from ARE, Business, College of Natural Resources, Geography, Political Science, Public Policy, Social Welfare, and Sociology.**

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## Faculty Research

- **Irene Bloemraad, Cybelle Fox, and Cristina Mora** (Sociology) Interdisciplinary Immigration Workshop
- **Yu-Ling Chang** (Social Welfare) Multiple Income Support Program Participation and Long-Term Employment and Earnings Trajectories Among Single-Mother Families
- **Ruth Berins Collier** (Political Science) On-Demand Work in the Platform Economy: Grassroots, Surrogates, and the Politics of Uber Regulation
- **Neil Fligstein** (Sociology) US Labor Militancy and Firm Financialization From 1984–2004
- **Anu Gomez** (Social Welfare) Racial and Ethnic Differences in Pregnancy Acceptability: Understanding the Roles of State-Level Employment Disparities
- **David Harding** (Sociology) Mediation of Neighborhood Effects on Educational Outcomes
- **Seth Holmes** (Public Health) Training for Unequal Care: Medical Students, Social Inequality and the Future of Health Labor
- **Hilary Hoynes** (Economics, Public Policy) Effects of WIC on Food Consumption and Nutrients for Children: Evidence From Regression Discontinuity at Age 5
- **Ming Leung** (Haas School of Business) Is It the Picture or the Thousand Words? How Photos and Messaging Language of Women and Minority Job Applicants Affect Their Hiring Outcomes in a Technology-Mediated Labor Market
- **Aprajit Mahajan** (Agricultural and Resource Economics) Welfare Effects of Wage Payment Delays: Frictions in India's National Rural Employment Guarantee Scheme
- **Daniel Schneider** (Sociology) Schedule Instability and Unpredictability and Worker and Family Wellbeing
- **Richard Walker** (Geography) California Studies Lecture and Dinner Series



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## Student Programs

In 2017–18, IRLE and the Labor Center continued to expand our engagement with both undergraduate and graduate students, as an increasing number of young people express interest in the labor movement and issues affecting working life. We offered more training and classes for students interested in labor markets, workers, and unions.

### LABOR STUDIES PROGRAM

The Labor Center launched three labor studies courses: an overview course for undergraduates, and two field studies courses for undergraduate and graduate students. Offered through the Goldman School of Public Policy (GSPP), they provide students with rigorous training in community-engaged research and an introduction to the field of labor studies. Labor Center researchers also guided graduate students at GSPP on individual policy analysis projects. Topics included cap and trade accountability measures; employment outcomes for the formerly incarcerated; and a fair wage and benefits enforcement structure for childcare workers.

### LABOR SUMMER PROGRAM

In the Summer of 2018, we placed 15 college students as summer interns in local unions and organizations. They included California State University Employees, SEIU USWW, the North Valley Labor Federation, EBASE, SEIU Local 1000, IFPTE Local 20, SEIU State Council, Jobs with Justice SF, Our Walmart, Bay Area Black Worker Center, and the California Pan-Ethnic Health Network.

## IRLE UNDERGRADUATE RESEARCH APPRENTICESHIP PROGRAM

In Spring 2018, we launched a pilot program to host undergraduate research apprenticeship program (URAP) projects related to our mission. We provide faculty and students with additional support: submitting projects, matching students with projects, student training, and an end of semester research forum. Eight mentors and 28 students participated in our inaugural semester.



- A prison to school to employment pipeline? David Harding (Sociology) with the Underground Scholars Initiative
- The Shift Project: Danny Schneider (Sociology)
- Formerly incarcerated individuals' perceptions of and experiences with fair chance employment initiatives: Sandra Smith (Sociology)
- Networked production, jobs and inequality in the U.S.: Jessie Halpern-Finnerty (Labor Center)
- Impact of the public employment and minority political representation on minority labor market progress: Abhay Aneja (Haas)
- 2018 Early Childhood Workforce Index: Caitlin McLean (CSCCE)
- Necessary evil or public good: The origins of the U.S. early care and education debate and its impact on contemporary approaches to reform: Marcy Whitebook (CSCCE)
- Rethinking economic growth and performance: Clair Brown (Economics)

## IRLE WORKING GROUPS

A new IRLE program provided funding for faculty and students to convene working groups on themes relating to labor and the lives of workers. The 2017–18 working groups included:

- From Braceros to H2A's: Discussing the History, Present and Future of Agricultural Guestworker Programs in California
- Labor, Employment and Race in the Era of Mass Incarceration
- Work and Political Economy Research Group
- Labor Policy Group and Berkeley Journal of Employment Law

## 2017–18 IRLE DISSERTATION FELLOWS

**Benjamin Shestakofsky** (Sociology) Working Algorithms: Software Automation and the Future of Work

**Abhay P. Aneja** (Business) The Labor Market Effects of Minority Political Empowerment: Evidence from the Voting Rights Act

**Daniel Haanwinckel** (Economics) Task-Based Production, Firm Heterogeneity, and Inequality

**Alessandra Fenizia** (Economics) Incentives and Workers' Productivity in the Public Sector

**“The Underground Scholars Research Cohort is made up of formerly incarcerated scholars who aim to control and flip the narrative about our demographic. Support from IRLE enables us to continue our work and empower future students like us.”**

—Mac Hoang, Undergraduate, Sociology

# OUTREACH AND PUBLIC SERVICE

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## LOW-WAGE WORK

- Presented research and participated in a diverse range of forums such as conferences, learning sessions, and community hearings. These included California's Labor and Workforce Development Agency, Goldman School of Public Policy, LERA, philanthropist Tom Steyer, and Washington State Labor Council. Subjects included the effects of California's public policy on jobs and the economy, automation, trends in the gig economy, low-wage work, and California's homecare workforce.
- Gave expert testimony to legislative bodies, including the California Assembly Democratic Policy Summit, San Francisco Board of Supervisors, Los Angeles County Board of Supervisors, Lassen County Board of Supervisors, and Denver City Council. Issues included the low-wage workforce, California homecare workers, and minimum wage policies.
- Collaborated with the UCLA Labor Center on an experimental project to survey immigrants about the effects of the Trump Administration's immigration policies on workers and their families.
- Provided technical assistance in the form of research, policy support and comments to a broad range of stakeholders, including unions, state and city legislators and agencies, regional and national think tanks, community-based organizations, and foundations. Issues included labor standards, automation, and the low-wage workforce.

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## HEALTH CARE

- Supplied analysis and commentary to policymakers, stakeholders, Berkeley graduate school courses and news outlets on the effects that federal and state health policy changes would have on coverage, the state budget, and jobs within California.
- Testified on California's employer-sponsored insurance system and remaining gaps in health coverage to the California Assembly Select Committee on Health

Care Delivery Systems and Universal Coverage, and to the California State Association of Counties Health and Human Services Policy Committee. Also presented on this issue at several major state and national conferences.

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### RETIREMENT SECURITY

- Created case studies for a six-state study sponsored by the National Institute on Retirement Security, analyzing workforce tenure in order to assess how teachers and other public sector workers fare under traditional pensions versus a hypothetical defined contribution plan.
  - Consulted with aging and disability advocates to design a study of the fiscal impact of aging in California.
  - Gave expert testimony to the California State Senate Budget Committee hearing on poverty and public assistance programs, focusing on poverty patterns and trends among the state's seniors.
  - Presented on the retirement crisis at the Gerontological Society of America -International Association of Gerontology and Geriatrics World Congress of Gerontology.
  - Participated in a panel discussion about closing the retirement coverage gap at an Aspen Institute Financial Security Program.
- 

### GREEN ECONOMY

- Advised California's Workforce Development Board on their High Road Training Partnership initiative, which is funding eight labor-management training partnerships in the state in several industries that impact climate change.
- Provided research, technical assistance, curricula, and training to unions, environmental justice organizations, and policymakers on numerous climate legislation, mitigation and adaptation efforts.

## BLACK WORKER PROGRAM

- Presented at *Race & Inequality in America: The Kerner Commission at 50*, a conference co-sponsored by the UC Berkeley Haas Institute for a Fair and Inclusive Society, Johns Hopkins University, and the Economic Policy Institute.
  - Presented on the Organizing Labor and Job Creation for 21st Century Economies panel at the annual gathering of the Samuel DeWitt Proctor Conference.
  - Held the annual C.L. Dellums African American Leadership School, where participants gained organizing skills and networked with other Black labor leaders.
- 

## LEADERSHIP DEVELOPMENT

- Offered courses to worker and community organizations around California: Strategic Campaigns Workshop, Strategic Research Workshop, Building Trades Organizers' Forum, and Lead Organizer Institute.
  - Organized the Summer Institute for Union Women, held in July 2018.
- 

## FUTURE OF WORK

- Provided research and policy support to stakeholders, including state legislative committees and agencies, independent commissions, thinktanks, and unions. Issues included how new technologies such as artificial intelligence and robotics will shape the future of work.
- Participated in numerous forums, including those sponsored by World Economic Forum, Haas Center for Responsible Business, Aspen Institute, Google, UC Berkeley, and OECD. Met with the German Minister of Labor about Germany's national technology initiative.
- Partnered with Working Partnerships USA (WPUSA) to commission several in-depth industry studies on changes in technology and the effects on jobs and wages, and to research policy approaches.
- Organized a convening with WPUSA between labor unions, worker centers, and thought leaders on technology policy.



- Provided research and technical assistance to more than two dozen partnerships with California public agencies. For example, in Sonoma County after the wildfires, we helped the county integrate data from several social service systems to better understand how to serve victims of the fires.
- Worked with the state Student Aid Commission to improve outreach to high-performing, low-income students eligible for the state's Cal Grant program.
- Provided technical assistance to improve uptake of the state's expanded Earned Income Tax Credit (EITC) program—Californians leave over \$2 billion on the table each year in unclaimed EITC funds.



- Served on national, state, and county committees, including the National Academy of Sciences, Engineering, and Medicine Committee on Financing Early Care and Education with a Highly Qualified Workforce.
- Provided technical assistance in the form of research and analysis to more than a dozen states, cities, organizations, policymakers, and foundations. Topics included minimum wage, earnings and economic status, and early learning work environments. Organizations included the U.S. Departments of Health and Human Services and Education, Bainum Family Foundation, National Black Child Development Institute, Center for Community Change, Center for American Progress, Bellwether, and leaders and state staff in California, Minnesota, Nebraska, New York, Ohio, Texas, Washington, and Alameda and San Francisco Counties.



- Provided technical assistance to researchers on minimum and subminimum wage analyses, including for Flagstaff, Arizona, New York State, and Washington DC.
- Gave expert testimony to The New York State Department of Labor on the costs and benefits of eliminating the subminimum wage.
- Participated in many academic and policy forums, including Labor and Employment Research Association, Washington Center for Equitable Growth conference, Robert Wood Johnson Foundation annual conference, National Employment Law Project conference, Russell Sage Foundation meeting, and Economic Analysis and Research Network conference.



Sylvia Allegretto, CWED co-chair, speaks at CWED's 10th anniversary conference.

# EVENTS

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## CONFERENCES

- **CWED: Celebrating a Decade of Important Policy Research**, Center on Wage and Employment Dynamics (December 8, 2017)

This symposium marked ten years since the creation of the Center on Wage and Employment Dynamics (CWED). Over the past decade, CWED has become well-known for its trailblazing academic and policy research on a number of important economic issues, including the effects of the Great Recession, public sector workers, low-wage labor markets and, most notably, minimum and subminimum wage impacts.

The symposium highlighted CWED's most influential employment impact studies and its prospective studies on the effects of \$15 minimum wage increases. Speakers also discussed new methods in minimum wage research and the downstream effects of minimum wages on children's and workers' well-being.

- **Breaking the Cycle: Improving Outcomes for California's High Need, High Cost Population**, California Policy Lab (November 7, 2017)

This conference brought together experts from around the country to discuss new research to improve outcomes for the high-needs, high-cost population that cycles in and out of emergency rooms, homeless shelters, and jails. Over 150 policy leaders, academics, and advocates gathered to discuss ways to better serve frequent users of social programs and learn about innovative efforts underway around the country. The speakers featured experts specializing in healthcare, housing and homelessness, and criminal justice. Participants discussed patterns and trends in utilization and results from new research and interventions.

- **From Braceros to H-2A's: Discussing the History, Present, and Future of Agricultural Guest Worker Programs in California** (March 2018)
- **Workshop: Employment Issues in Agriculture** (March 2018)

## THE LABOR CENTER

The Labor Center hosted a rich series of book talks and public events, attracting students, faculty, community members, and activists.

- **Victor Manuel Lemagne Sánchez:** discussion with a Cuban labor leader (June 2017)
- **David Bacon:** In the Fields of the North / En los campos del norte (September 2017)
- **Bill Fletcher:** Fighting Back Against Right-wing Populism: More than Choosing Between the Lesser of Two Evils (February 2018)
- **Christian Paiz:** In a Field of Patriarchy: Gender Politics and Freedom Dreams During the United Farm Worker Movement (January 2018)
- **Documentary Film Series:** The Long Ride, CARE, Union Time, Heather Booth: Changing the World



## IRLE SPEAKER SERIES

In 2017–18 IRLE launched an ambitious speaker series, expanding our audience and inviting prominent thinkers from around the country to engage in discussion with Berkeley faculty.

- **Darrick Hamilton:** Beyond “Resistance”: A Bold Plan for Work with Dignity via a Federal Job Guarantee (October 2017)
- **Rick Wartzman:** The End of Loyalty: The Rise and Fall of Good Jobs in America (November 2017)
- **Juliet Schor:** Precarity and Dependence in the “Sharing” Economy (November 2017)
- **Richard Reeves:** America’s Dream Hoarders (January 2018)
- **Catherine Fisk:** Working Together: How the Supreme Court Divided the Civil Rights Movement and Labor Leaders (February 2018)
- **Jennie Brand:** What You Lose When You Lose Your Job: the Lasting Impacts of Unemployment (March 2018)
- **Jennifer Gordon:** Regulating the Human Supply Chain (March 2018)
- **Alexander Hertel-Fernandez:** Politics at Work: How Companies Turn Their Workers into Lobbyists (April 2018)
- **Sheldon Danziger:** Reflections on the End of the Safety Net as We Know It (April 2018)
- **Richard Walker:** Pictures of a Gone City: Tech and the Dark Side of Prosperity in the San Francisco Bay Area (April 2018)

## CALIFORNIA POLICY LAB

- **Convening:** The Role of Policy Labs in the Revision to The Eightfold Path of Public Policy Analysis (September 2017)
- **Training:** California Legislative Staff Education Institute—CPL trained 80 California legislative staff (December 2017)

**“The small fraction of people who are frequent utilizers of social programs and emergency interventions account for a large share of the costs. Municipalities around California and the nation are experimenting with how to improve outcomes and reduce costs for this population.”**

— Jesse Rothstein, IRLE Director



Till von Wachter, UCLA Faculty Director of the California Policy Lab, at CPL's first conference

# PEOPLE IN 2017–18

## IRLE CENTRAL



**Jesse Rothstein,**  
Director (on  
sabbatical 2017–18)



**Sandra Smith,**  
Interim Director  
2017–18



**Sara Hinkley,**  
Associate Director



**Barbara Campbell,**  
Assistant Director

**Elizabeth Rocío  
Camacho,** Web  
Administrator

**Janice Kimball,**  
Building Manager

**Jacqueline Sullivan,**  
Communications  
Specialist

**Rachel Young,**  
Research Data Analyst

**Nan Cramer,**  
Contracts and Grants  
Manager

**Charlotte Rutty,**  
Program Assistant

**Penelope Whitney,**  
Communications  
Director

**Harpreet Zoglauer,**  
Education Program  
Manager

## THE LABOR CENTER

**Ken Jacobs,** Chair

**Robert Collier,**  
Research and Policy  
Specialist

**Dave Graham-  
Squire,** Statistician

**Betony Jones,**  
Former Associate  
Chair, Green  
Economy Program

**Steven Pitts,**  
Associate Chair

**Miranda Dietz,**  
Research and Policy  
Associate

**Jessica Halpern-  
Finnerty,** Research  
and Policy Associate

**Sarah Lawton,**  
Development  
Coordinator

**Annette Bernhardt,**  
Director, Low-Wage  
Work Program

**Anibel Ferus-  
Comelo,**  
Director, Student  
Programming

**Juliet Huang,**  
Research and Policy  
Associate

**Laurel Lucia,**  
Director, Health Care  
Program

**Carol Zabin,**  
Director, Green  
Economy Program

**Alicia Flores,**  
Program Coordinator

**Clementina Jara,**  
Program Coordinator

**Jenifer MacGillvary,**  
Publications  
Coordinator

(CONTINUED)

## THE LABOR CENTER (CONTINUED)

**Danielle Mahones,**  
Director, Leadership  
Development  
Program

**Sandy Olgeirson,**  
Communications  
Coordinator

**Karen Orlando,**  
Labor Education  
Specialist

**Kathleen Parsons,**  
Executive Assistant  
and Office Manager

**Ian Perry,** Research  
and Policy Associate

**Katie Quan,** Senior  
Fellow

**Nari Rhee,** Director,  
Retirement Security  
Program

**Gabriel Sanchez,**  
Former Research and  
Policy Associate

**Sarah Thomason,**  
Research and Policy  
Associate

**Lamoin Werlein-  
Jaen,** Former  
Director, Leadership  
Development  
Program

---

## CENTER ON WAGE AND EMPLOYMENT DYNAMICS (CWED)

**Sylvia Allegretto,**  
Co-chair

**Michael Reich,**  
Co-chair

**Carl Nadler,**  
Postdoctoral  
Researcher

**Anna Godøy,**  
Postdoctoral  
Researcher

---

## CENTER FOR THE STUDY OF CHILD-CARE EMPLOYMENT (CSCCE)

**Lea Austin,** Director

**Marcy Whitebook,**  
Director Emerita

**Cynthia Dunn,**  
Administrative  
Officer

**Laura Sakai,**  
Researcher

**Caitlin McLean,**  
Workforce Specialist

**Abby Copeman  
Petig,** Specialist

**Bethany Edwards,**  
Research and Policy  
Associate

**Aline Hankey,**  
Research and Policy  
Associate

**Elena Montoya,**  
Research and Policy  
Associate

**Jasmine Rivera,**  
Program Associate

**Marisa Schlieber,**  
Research and Policy  
Associate

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## CALIFORNIA POLICY LAB (CPL)

**Evan White,**  
Executive Director

**Jesse Rothstein,**  
Faculty Director

**Elsa Augustine,**  
Research Associate

**Vikash Reddy,** Policy  
Analyst

**Alissa Skog,**  
Research Associate

**Charles Davis,** Data  
Analyst

**Alyssa Mooney,**  
Postdoctoral  
Researcher

## CALIFORNIA PUBLIC EMPLOYEE RELATIONS (CPER)

**Rebecca McKee,**  
Director

**Stefani Kalmin,**  
Managing Editor

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**Sandra Susan  
Smith,** Professor  
of Sociology and  
Interim Director of  
IRLE 2017–18

## IRLE has 108 faculty affiliates in 21 departments

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### 2017–18 VISITING SCHOLARS

**Toshiyuki Baba** —  
Japan

**Niklas Blomqvist** —  
Sweden

**Maria Brunborg  
Hoen** — Norway

**Domenico Depalo**  
— Italy

**Lisa Degalle** —  
France

**Lori Kletzer** —  
United States

**Benno Koch** —  
Germany

**David Loschiavo**  
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**Aleksandra Parteka**  
— Poland

**Filip Pertold** —  
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**Martin Seeliger** —  
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**Celine Teney** —  
Germany

**Elna Tuominen** —  
Finland

**Tuomo Virkola** —  
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# FINANCIALS

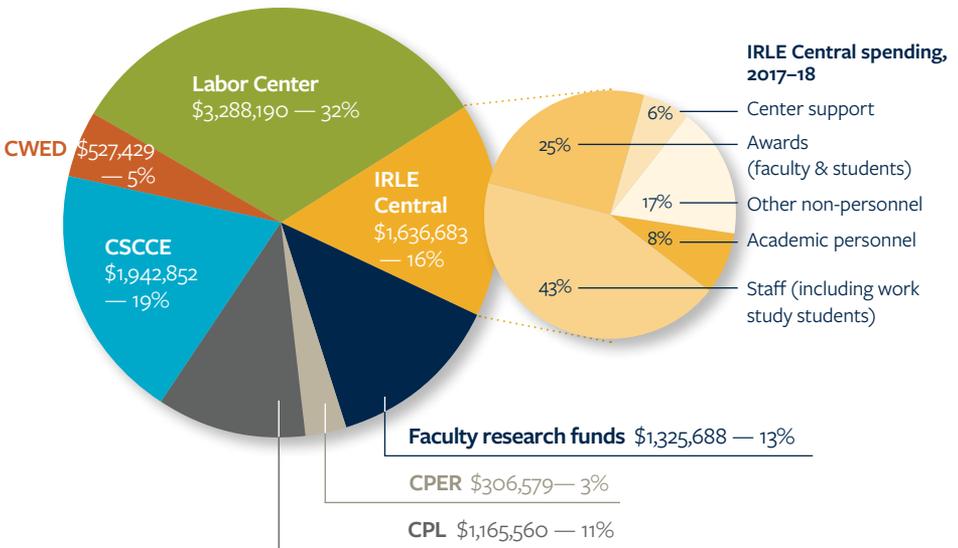
We are pleased to be able to report that IRLE’s financial situation is strong, despite ongoing cuts to campus support amid UC Berkeley’s efforts to balance its own budget. A number of the initiatives that we have undertaken since I began as director have paid off in substantial increases in external funding. Our total FY18 budget, inclusive of campus funds, state funds that flow through the campus, gifts, and extramural contracts and grants, is over \$10 million, up more than 20% from 2016–17.

Nearly all of our centers have grown—entirely on extramural funds—in the last two years. The largest proportionate growth has been in the California Policy Lab (founded in 2017) and in Faculty research funds. The latter represents grants that we administer on behalf of our faculty affiliates. IRLE has invested substantial resources into research administration at IRLE in the last several years. Nearly all of the grants that we administer represent funds that would not have come to Berkeley without our assistance. We are proud of the investment we have made in growing the volume of excellent research being done by Berkeley faculty and research staff.

INCOME	2016–17	2017–18
Contracts and Grants	\$3,412,997	\$5,388,902
Gifts and Endowments	353,571	352,129
Sales and Services	707,673	836,746
CA State Funding	3,000,000	3,000,000
UCOP Funding	998,079	888,290
Other (Transfers)	62,140	(1,884)
<b>TOTAL</b>	<b>\$8,534,460</b>	<b>\$10,464,183</b>

EXPENSES	2016–17	2017–18
Personnel	\$6,442,131	\$7,217,693
Non-Personnel	1,020,405	1,882,783
Fellowships and Grants	418,873	470,167
C&G Overhead	411,813	622,339
<b>TOTAL</b>	<b>\$8,293,232</b>	<b>\$10,192,981</b>

**EXPENDITURES BY CENTER** Total \$10,192,981



GRANT APPLICATIONS	2016-17		2017-18	
	PROPOSALS SUBMITTED	GRANTS AWARDED	PROPOSALS SUBMITTED	GRANTS AWARDED
IRLE Faculty	\$2,029,735	\$1,162,636	\$5,152,530	\$1,561,545
Labor Center	\$968,133	\$859,113	\$2,384,430	\$1,765,931
CWED	\$789,657	\$462,918	\$250,567	\$155,000
CSCCE	\$2,047,010	\$1,907,556	\$2,243,750	\$2,135,000
CPL	\$931,628	\$931,629	\$7,238,125	\$3,100,880
<b>TOTAL</b>	<b>\$6,766,163</b>	<b>\$5,323,852</b>	<b>\$17,269,402</b>	<b>\$8,718,356</b>



**“IRLE’s working group grant allowed me to bring together labor historians, journalists, union leaders, and entrepreneurs who are on the front lines of food production.”**

—Ignacio Ornelas Rodriguez,  
Berkeley visiting research scholar,  
Bracero Legacy Project

# Thank you to our 2017–18 Funders

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**Alliance for Early Success**

**Bill and Melinda Gates Foundation**

**Blue Shield of California Foundation**

**The California Wellness Foundation**

**California Department of Education**

**California Health Care Foundation**

**California Workforce Development Board**

**City of Seattle**

**County of Sacramento**

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