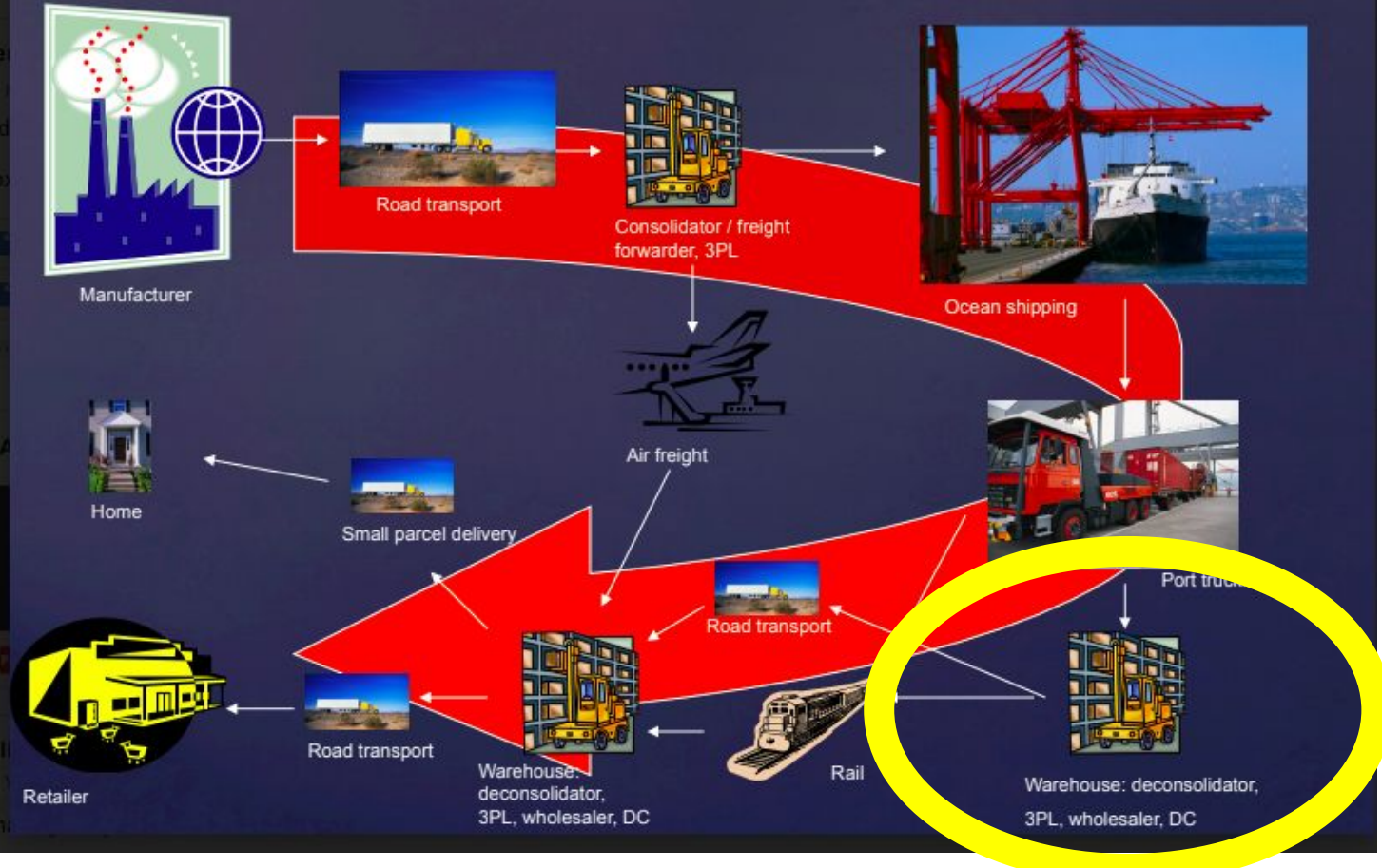


# *Precarious Jobs: The Take of Warehouse* **Workers at Cal Cartage**

Lilian Saldaña, MSW Candidate at Cal State University, Los Angeles  
Natasha Wasim, MPH Candidate at Yale University



# Global Distribution Chain



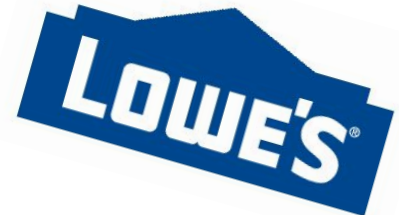
# In response to the warehouse industry Warehouse Worker Resource Center (WWRC) was founded...

- 501 C3 Non Profit
- Developed strategy for-
  - Education- rooted in Pop education
  - Advocacy- peer trainer led efforts
  - Direct action-File Cal/OSHA, DLSE/BOFE complaints
- Address Day to Day Grievances
  - Wage theft
  - Retaliation
  - Health and safety violations

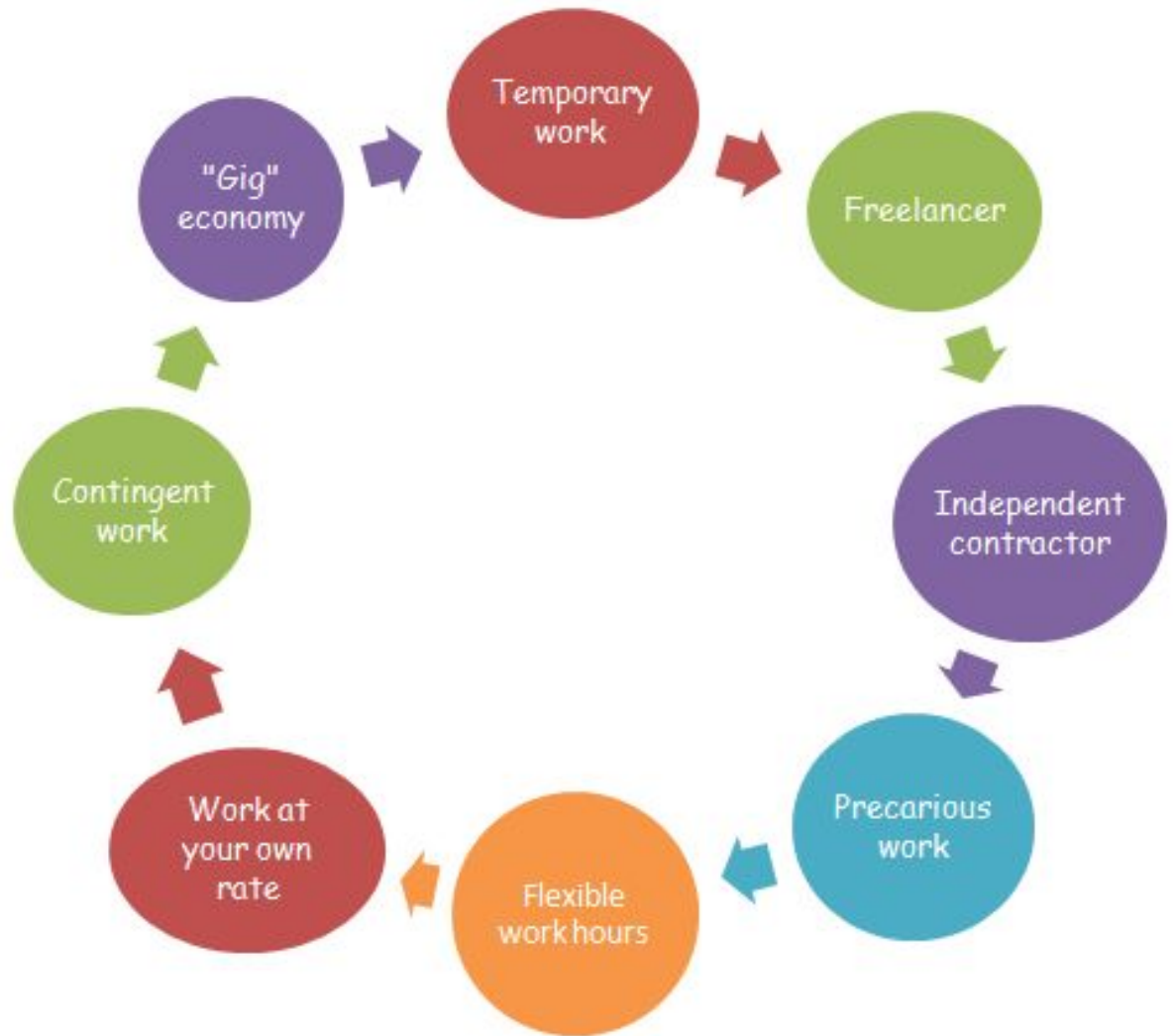


# Case Study on Cal Cartage

- Biggest company at the Port of Los Angeles
- 6 Departments: Amazon, Lowe's, Sears, Kmart, TJ Maxx and New Balance shoes
- Massive impact as Amazon contractor
- There was a shift
  - Old model was direct employees
  - New model is utilizing temp agencies to hire workers
  - Shift to “Precarious Work”



# What is Precarious Work?





# Internship Activities

- Case study at Cal Cartage
- Research Collection
  - **Quantitative Data Collection:**  
Surveys
  - **Qualitative Data Collection:**  
Semi-structured Interviews
- Observed at Teamsters Meetings
- NLRB Hearing
- Work site visits
- Home visits





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## **Research Questions:**

- How does precarious work affect workers' physical and mental health?
  - What are root causes of hazardous precarious work arrangements?
-

# Quantitative Data:

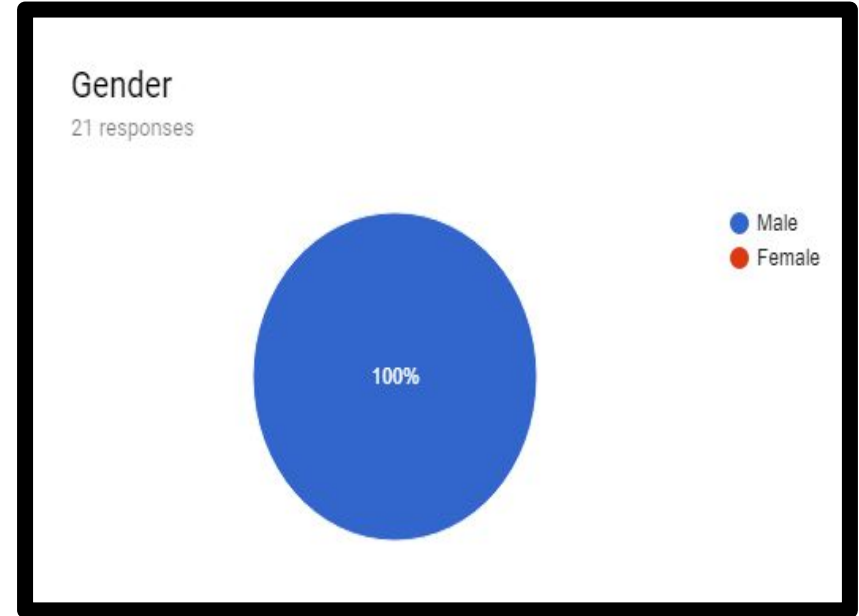
- N= 21 surveys
- **Participants**
- **18-Question Survey:** Demographics, Likert Scale, Yes/No/NR Questions
  - “Can you predict your income?”
  - “Do you feel like the company prefers certain people to directly hire?”
  - “Do you know who you would contact if you had a work related issue? (money, hiring, safety issue, etc)”
- **Location:** Cal Cartage Worksite + Teamsters Meetings
- \*\*Surveys were conducted in English and Spanish



# Findings: Quantitative

## Selected Results

- 100% of workers are Male
- 57% of workers in this sample are hired through the temp agency
- 48% of workers in this sample could **NOT** predict their next month's income.
- 62% of workers feel like the supervisors do **NOT** treat everyone equally



# Qualitative Data:

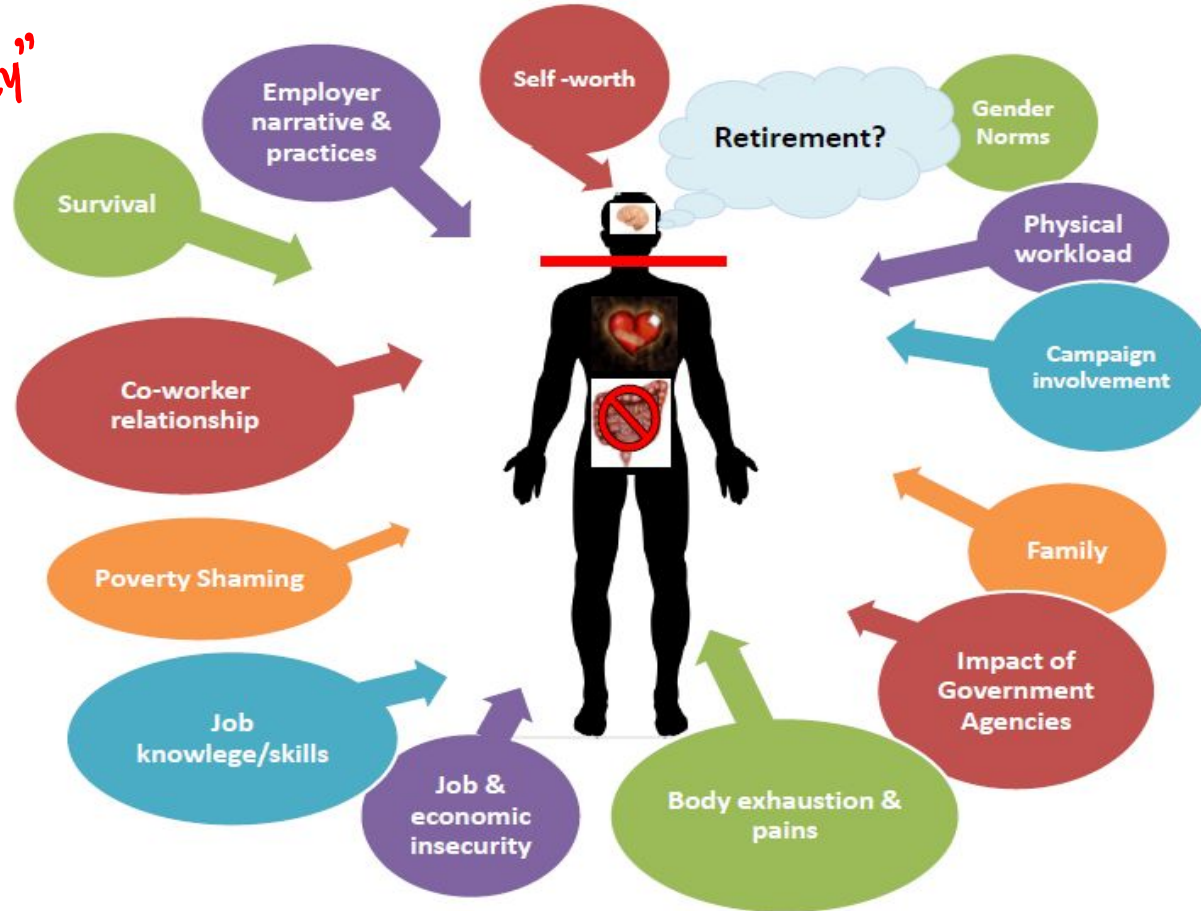
- N= 8 interviews
- **Participants:** 6 warehouse workers + 2 worker's partners (wives)
- **Semi-structured Interview Length:** 45 minutes - 1 hour 35 minutes long
- **Location:** Building Healthy Communities, Long Beach and participants' homes
- **Sampling /Recruitment:** Workers are active in health and safety and organizing campaigns with WWRC/Teamsters. Relationships were established already. Sampling was purposive to include temp/direct work status, ethnic background, age, shift, length of employment.

# Qualitative Findings: Mind/Body Map

*"Cubic is money"*

*"My body is like a machine"*

*"Favoritism is racism"*



# Challenges to Research Collection

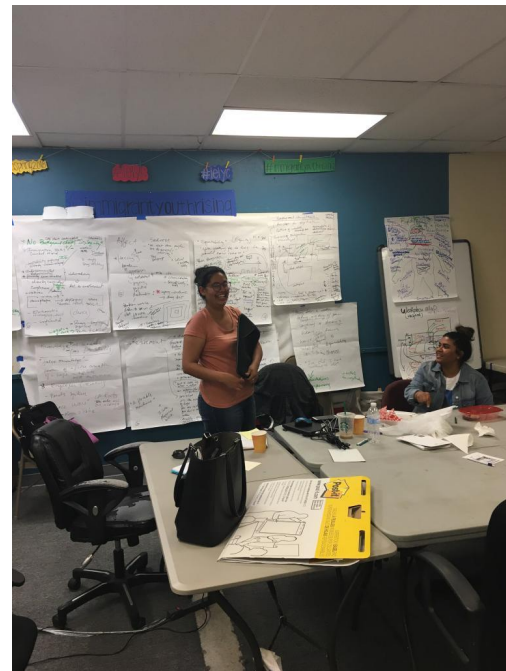
<u>Qualitative</u>	<u>Quantitative</u>
<ul style="list-style-type: none"><li>• No control over interruptions-no neutral sites</li><li>• Researchers skills</li><li>• Interviews held after work hours</li><li>• Distance to Interview Site</li></ul>	<ul style="list-style-type: none"><li>• Hot outdoor weather</li><li>• No shade</li><li>• No source of water outside</li><li>• Dirt road</li><li>• Gates all around</li><li>• Air quality</li><li>• No traffic control</li><li>• Loud sounds</li></ul>



# Looking Forward:

**Our research helps guide questions about Precarious Work Arrangements...**

- Considerations for secure employment
- What does that mean for retirement?
- Consider the workers learning styles and views for future organizing
- How can our research help spark awareness about precariousness
- How can we hold these large companies like Amazon and Lowe's accountable for hiring through temp agencies?





# Acknowledgements

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OHIP: Sarah Jacobs & Ingrid Denis

LA OHIP Interns

