

Workplace Violence in LA Restaurants

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OHIP and the Restaurant Opportunity Center of Los Angeles (ROC-
LA)

Background

- California restaurant workers
 - 60% Latino/Latina
 - 80% people of color
 - 68% female
- 2017 to 2020
 - across 230 locations
 - 77,220 violent or criminal incidents
- Workers cite
 - violent incidents
 - lax policy from managers and owners
 - lack of security/poor police response



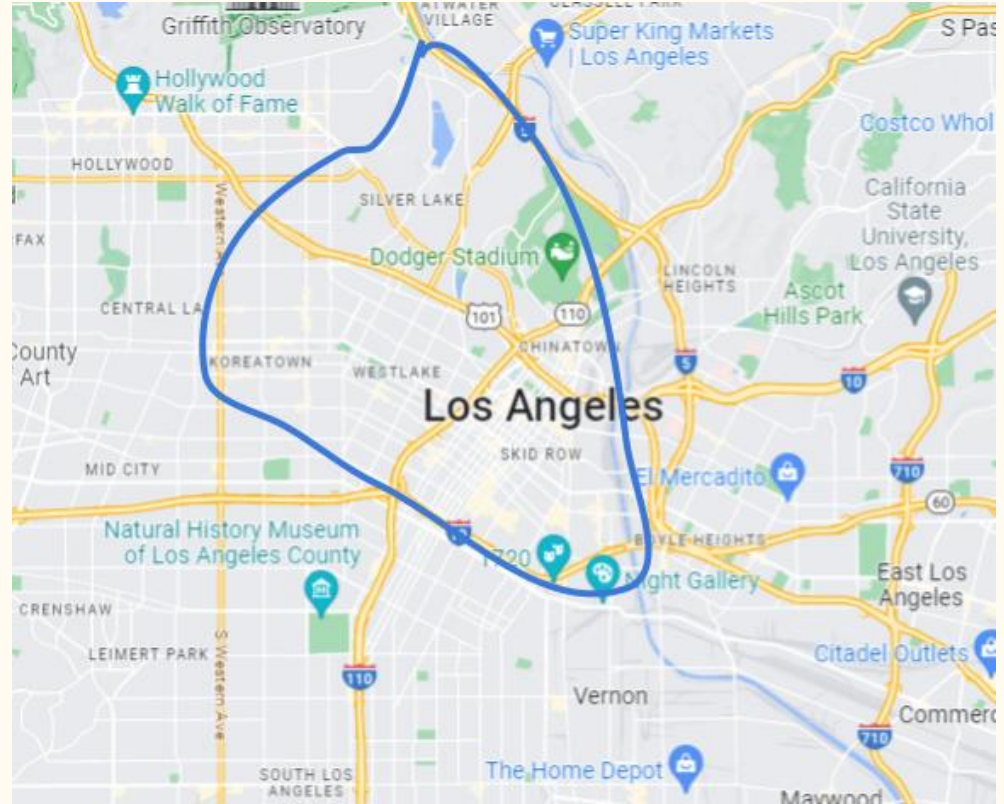
Objectives

- Conduct workplace violence survey
- Analyze responses for trends
- Introduce ROC-LA to restaurants



Methods

- Union Contracts Handbook
- Survey Collection
 - Canvassing
 - QR cards
 - Phone Calls
 - 14 Respondents
- Data Analysis Qualtrics



Demographics

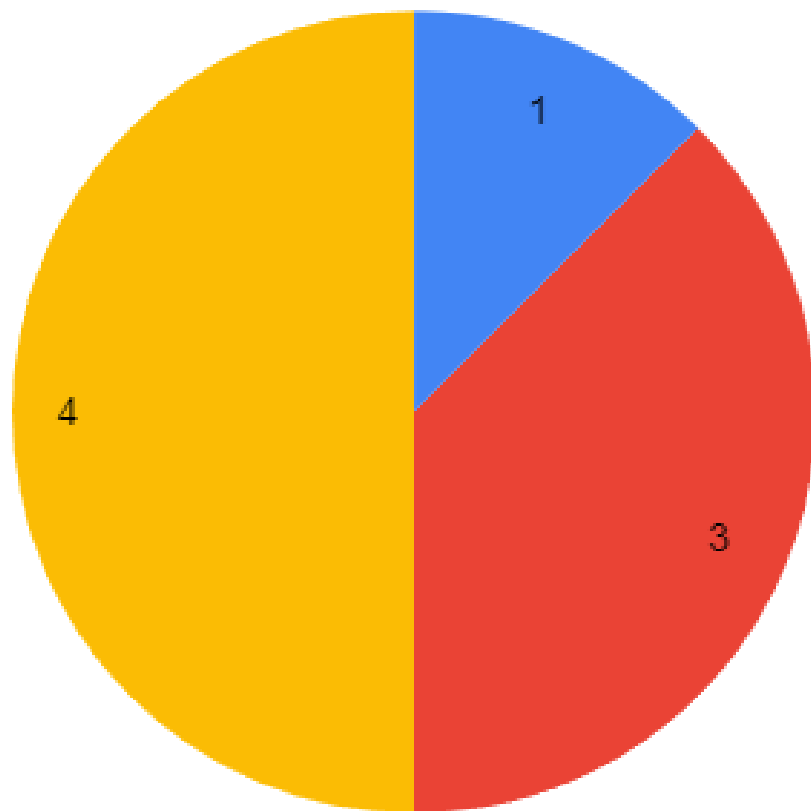
- Racial Identity
 - 12.5% White
 - 37.50 % Asian
 - 50% Other
- Latino/Hispanic Identity
 - 40% Latino
 - 60% Not Latino
- Gender Identity
 - 40% Man
 - 40% Woman
 - 10% NonBinary
 - 10% Transgender Woman/Trans Woman



Racial Identity

Responses: 8

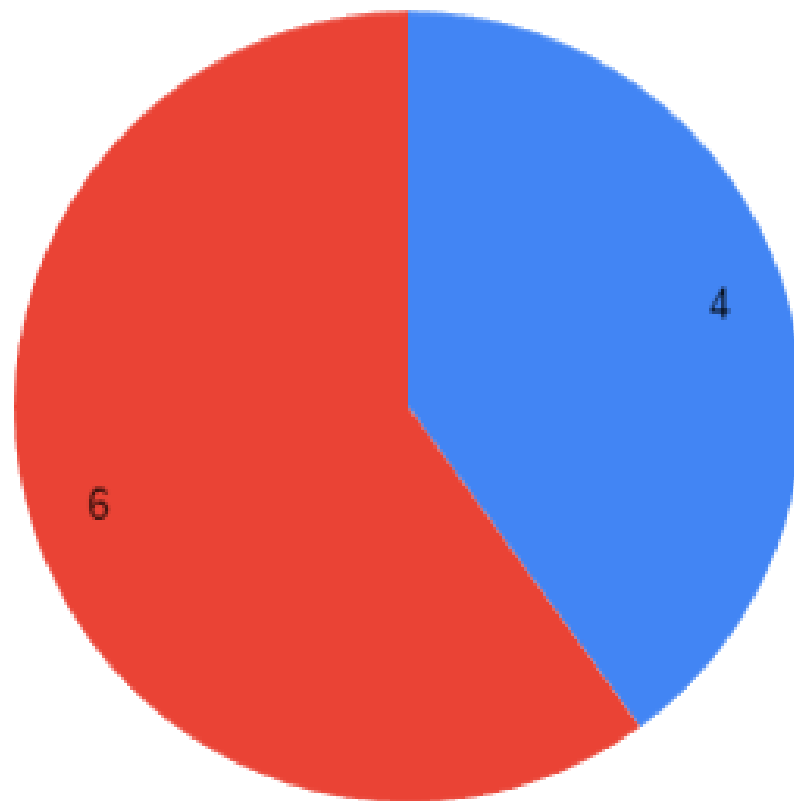
- White
- Asian
- Other
- Black or African American
- American Indian or Alaska Native
- Native Hawaiian or Pacific Islander



Latino/Hispanic Identity

Responses: 10

- Yes
- No
- I don't know



Gender Identity

Responses 10

- Man
- Woman
- Nonbinary
- Transgender woman/trans woman
- Transgender man/trans man
- Other gender
- Prefer not to say



Results

- Overall, respondents stated they were safe at work
 - 90% feel safe
 - 10% feel unsafe
- Few respondents were attacked at work
 - 90% never have
 - 10% have
- Few respondents were threatened at work
 - 80% never have
 - 20% have
- There were occurrences of various safety issues
 - i.e, 4 respondents stated they have never had an escape route in case of a workplace violent situation

Challenges

- Difficulties reaching workers
- Difficulties receiving completed survey responses
- Difficulties with coordination for canvassing and coordinating with team members



Success

- Helped developed the Union Pamphlet
- Received more than one survey response
- Provided feedback for host org to optimize capabilities of future OHIP interns

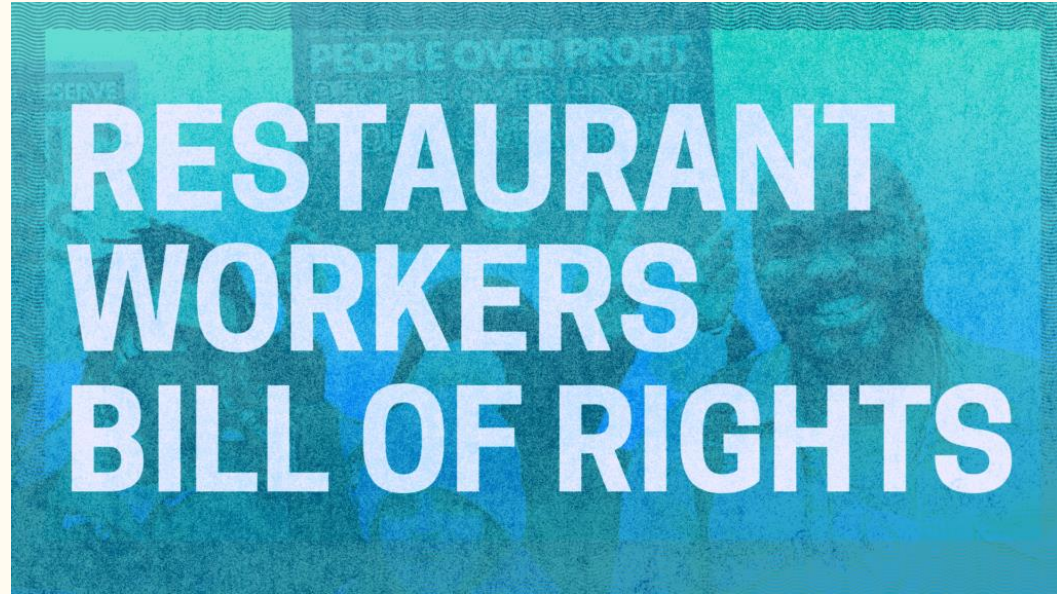
COLLECTIVE BARGAINING FOR HEALTH AND SAFETY

A Handbook for Unions



Recommendations

- Earlier and clearer coordination with the canvassing team
- Reach Survey Respondents of at least 100
- Passage of the Worker Bill of Rights
- Stronger enforcements of labor laws



Personal Reflections

Luis

- Amazing one-on-one experience
- Love on the focus of the usually overlooked LA restaurant workforce
- Would have wished to canvass far earlier

Darvin

- Gratitude for one-on-one interpersonal experience
- Greater concern for restaurant employee welfare
- Greater respect for those who canvass regularly
- Wish I spoke Spanish



Acknowledgements

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- Project Coordinator, LOSH



ROC-LA

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California State Director, ROC-LA
- Olivia Tobar and Maria Vazquez,
Organizers, ROC-LA



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