

THE WAY WE WORK AND ITS IMPACT ON OUR HEALTH

Extend a cordial invitation to a conference and public forum on.....

**University of California Centers for Occupational and Environmental Health
Northern California (UC Berkeley, UC San Francisco and UC Davis),
UC Los Angeles and UC Irvine**

Southern CA Education and Research Center
Continuing Education Program
UCLA School of Public Health
650 Young Dr., S 56-071 CHS
Los Angeles, CA 90095-1772



OA-73

SPEAKERS

Ray Antonio, President (retired), Local 250-A Transport Workers Union of America

Dean Baker*, MD, MPH Chief, Division of Occupational and Environmental Medicine; Professor, UCI Dept. of Medicine; Director of UCI COEH

John Balmes*, MD Chief, Occupational and Environmental Medicine Division at San Francisco General Hospital; Director, Northern CA COEH; Professor, UCSF Dept. of Medicine

Mike Casey, President, Local 2 Hotel Employees and Restaurant Employees International Union (HERE)

Holly DeGroot, PhD, RN CEO, Catalyst Systems, LLC

Joel Fadem, PhD Partner, Potomac Consulting, LLC; Research Associate, UCLA Institute of Industrial Relations

John Frank, MD, MSc Scientific Director, Institute of Population and Public Health, Canadian Institutes of Health Research, Toronto, Canada

John Froines*, PhD Director of UCLA COEH; Professor, UCLA Dept. of Environmental Health Sciences

Julia Faucett*, PhD, RN Chair and Professor, UCSF Dept. of Community Health Systems

Lilia Garcia, Executive Director, Maintenance Corporation Trust Fund

Kathy Gerwig, MBA Director, Environmental Stewardship and National Environmental Health and Safety, Kaiser Permanente

Deborah R. Gordon*, PhD Research Specialist, UCSF Dept. of Anthropology, History and Social Medicine

Robert Harrison, MD, MPH Public Health Medical Officer, Occupational Health Branch, California Dept. of Health Services

Paul Landsbergis*, PhD, MPH Associate Professor, Dept. of Community and Preventive Medicine, Mount Sinai School of Medicine, New York, New York

J. Paul Leigh, PhD Professor, UCD Dept. of Epidemiology and Preventive Medicine

Kanan Patel-Coleman*, DEnv, MPH Visiting Assistant Adjunct Professor, UCLA Dept. of Environmental Health Sciences

Ellen Roskam, PhD, MPH Senior Work Security Specialist, International Labour Office, Socio-Economic Security Programme, Geneva, Switzerland

Steve Sauter, PhD Chief, Division of Applied Research and Technology, National Institute for Occupational Safety and Health (NIOSH), Atlanta, Georgia

Kathy Schmidt, RN Program Director, Coalition of Kaiser Permanente Unions

Peter Schnall*, MD, MPH Director, Center for Social Epidemiology; Clinical Professor of Medicine, UCI COEH; Adjunct Professor, UCLA Dept. of Community Health Sciences

Edward H. Yelin*, PhD Director of the Arthritis Research Group; Director, Work and Health Program; Professor, UCSF Dept. of Medicine and Institute for Health Policy Studies

*Planning Committee Members

EDUCATIONAL OBJECTIVES

Through this conference participants will be able to:

- Explain how the nature of work is changing
- Identify the key components of work organization
- Relate work organization factors with health outcomes
- Recognize the economic costs of these health outcomes
- Correlate work and quality of life issues
- Discuss from various perspectives how the way we work impacts Californians
- Suggest potential solutions for improving the work environment

CONFERENCE LOCATION

The program will be held at the **UCLA Sunset Village Conference Center**, 330 DeNeve Drive, Los Angeles, CA 90095-1492, (310) 825-5305. Events are scheduled in the Grand Horizon Room, Third Floor.

For registration and logistical information contact:

Claudia Molina: (310) 206-2304 or cmolina@ucla.edu

For program information contact:

Peter Schnall: (310) 319-6595 or pschnall@workhealth.org

Kanan Patel-Coleman: (310) 206-0926 or kcoleman@ucla.edu

COST

No registration fee is required to attend. Registration includes continuing education units and meals for both days. Meals include dinner on Thursday evening and continental breakfast and lunch on Friday. Space is limited to the first 200 registrations received.

LODGING

The UCLA Guest House (on campus): 330 Charles E. Young Drive East, Los Angeles, CA 90095
(310) 206-3751 or (310) 825-2923

Doubletree Hotel Los Angeles-Westwood: 10740 Wilshire Blvd., Los Angeles, CA 90024 Tel: (310) 475-8711

For additional lodging information contact Claudia Molina: (310) 206-2304 or cmolina@ucla.edu

PARKING

Parking at UCLA is \$7.00 a day. A parking permit should be purchased at the information kiosk in parking structure 4, before proceeding to the Sunset Village. Parking is limited. A campus map and parking directions will be e-mailed or faxed to those who pre-register.

AIR AND GROUND TRANSPORTATION

From Burbank Airport: Take the 134 West, to the 101 North and the 405 South. Exit on Sunset Blvd, turn left on N. Church Lane, left on W. Sunset Blvd and a right onto Westwood Plaza. Distance is 18 miles.

From LAX: Take the 405 North and exit on Sunset Blvd. Turn right on Sunset Blvd, right onto Westwood Plaza. Distance is 12 miles.

ACCREDITATION

Provider approved by the California Board of Registered Nursing, Provide number is CEP#13555 for 10.1 contact hours. Approval is pending with the American Board of Industrial Hygiene for CM points. This program is eligible for 0.5 COC points from the Board of Certified Safety Professionals.

The Way We Work and Its Impact on Our Health

UCLA Sunset Village Conference Center

April 22-23, 2004

Why this Conference and Forum now?

Currently, over 8 million Americans are unemployed, and those who are working are putting in longer hours. U.S. employees work more hours per year than those of any other industrialized country. At the same time companies are struggling to stay afloat in an uncertain economic climate. We're facing the problem of how to make work competitive enough for firms to survive and grow, yet sufficiently humane and financially rewarding to meet employees' needs.

The growing tension in trying to maintain this balance leaves workers at all levels feeling significant stress and strain at work. The National Institute for Occupational Safety and Health found in its 2002 annual survey that 60% of the U.S. working population reported feeling work stress. There is increasing evidence that the way we work, or how the workplace is organized, can contribute to occupational stress.

Why the organization of work?

Many studies now show that regular work in a highly demanding environment may have serious negative impacts on the short term and long term health of workers regardless of personality, genetic makeup, life circumstances, or whether the situation is perceived as "stressful".

Unhealthy conditions related to how work is organized can include understaffing, heavy workloads, job insecurity, poor social relations at work, lack of support from superiors, and high psychological demands with low control over working conditions, number of hours worked, and shift schedules. People who work long term under these conditions may experience more anxiety, depression, burnout, musculoskeletal disorders, hypertension, and heart attacks. These work related health problems may lead to disability, absenteeism, and increased workers' compensation claims, which in turn lead to lost productivity and rising health care costs.

Who pays the bill?

Everyone does. Lost productivity, absenteeism, workers' compensation and time spent recruiting and training new employees are all tremendously expensive to employers. Still, the majority of costs caused by high strain work are typically paid by the affected workers, their families, the community, and society at large.

Treatment or prevention?

Many employers are concerned about the excessive stress and strain on employees and offer services to

assist them. A typical approach focuses on individual treatment through "stress management" programs. These programs deal with work stress as an individual problem because only some employees complain about it. However, ongoing and overly demanding working conditions may seriously tax workers' bodies and minds, even if they do not complain about it. Under these circumstances, typical approaches may help people cope in the short run, but they neglect the cause of the problem: the way work is organized.

Imagine what would happen if we reduced or removed the causes of job related stress and developed healthier work organizations: fewer medical bills, lower health insurance costs and a healthier, more productive workforce.

Are there options?

Is it even possible to make work healthier? Is it economically feasible in this period of cost cutting? The answer is YES!!! And that is what this Conference and Forum will explore by bringing together participants from different constituencies to discuss and work on finding the ways.

What the Conference/Forum Is About:

Thursday evening, April 22 We will:

- meet other participants from business, labor, health care providers, community groups and academia
- learn about the changing way we work;
- hear the recent scientific evidence linking how the way we work impacts our health;
- discuss what healthy workplaces should look like in the 21st century.

Friday, April 23 We will:

- hear and discuss with speakers from multiple perspectives about the impact of current work organizations on the health of Californians;
- hear about and discuss concrete examples of solutions to some of the problems raised;
- begin a dialogue about workplace, legislative and public health policies that can be implemented in California to encourage healthier and more productive workplaces for everyone.



**The Way We Work and
Its Impact on Our Health**
April 22-23, 2004
UCLA Sunset Village Conference Center

**DAY 1:
Thursday Evening**

6:00-6:30 pm Registration

6:30-7:15 Dinner

7:00-7:15 WELCOME

*John Froines, UCLA
John Balmes, UCSF
Dean Baker, UCI*

INTRODUCTION:
The history & goals of the forum
The participants
The structure of the forum
Dean Baker, UCI

**7:15-7:45 OPENING ADDRESS:
The Changing Nature of Work**
*John Frank, Canadian Institutes
of Health Research*

**7:45-8:45 PANEL 1:
What Research Tells Us about
the Impact of Work Organization**
*J. Paul Leigh, UCD
Edward H. Yelin, UCSF
Paul Landsbergis, Mt. Sinai
Peter Schnall, UCI-UCLA*

**8:45-9:30 OPEN FLOOR DISCUSSION:
What should work look like in
the 21st century?**

**DAY 2:
Friday**

8:00-8:30 am Breakfast and Registration

8:30-8:40 WELCOME

**8:40-9:10 KEYNOTE ADDRESS:
Work Organization and Health:
a Multi-Stakeholder Perspective**
Steve Sauter, NIOSH

**9:10-9:30 Stakeholder Views about Jobs
and Health: Interview Results**
*Deborah R. Gordon, UCSF
Kanan Patel-Coleman, UCLA*

**9:50-11:00 PANEL 2:
Impact on Californians: Stakeholder
Perspectives**
*Employer Representative, TBA
Ray Antonio, Transport Workers
Union of America
Robert Harrison, CDHS
Joel Fadem, Potomac Consulting/
UCLA*

11:30-12:45 Lunch

**12:45-2:25 PANEL 3:
Identifying Solutions: Case
Studies**
*Kathy Schmidt and Kathy Gerwig,
Kaiser Permanente
Mike Casey, HERE
Ellen Rosskam, ILO-SES
Lilia Garcia, Maintenance Corpo-
ration Trust Fund
Holly DeGroot, Catalyst Systems*

2:50-4:30 Breakout Session/Report Back

4:30-5:00 SUMMING UP
*John Frank, Canadian Institutes
of Health Research
Julia Faucett, UCSF
Peter Schnall, UCI-UCLA*

SPONSORS

University of California
Centers for Occupational and Environmental Health
Northern California (UC Berkeley, UC San Francisco and UC Davis)
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National Institute for Occupational Safety and Health

Center for Social Epidemiology

Northern and Southern California Education and Research Centers

PARTIAL LIST OF CO-SPONSORS

Occupational Health Branch
California Department of Health Services

International Labour Office, Socio-Economic Security Programme
(The ILO is a United Nations Specialized Agency)

California Psychological Association

REGISTRATION FORM

The Way We Work and Its Impact on Our Health
Thursday and Friday
April 22-23, 2004
University of California, Los Angeles
Sunset Village Conference Center

PLEASE NOTE:

NO FEE REQUIRED
BUT YOU MUST
REGISTER BY APRIL 16!

Registration includes:

- Continuing Education Units
- Meals for both days

Registration Form (may be photocopied as necessary)

Name: _____ Position: _____

Organization: _____

Address: _____ City: _____ State: _____ Zip: _____

Phone: ____/____ Ext. ____ Fax: ____/____

Email: _____

Dates Attending: Thursday evening _____ Friday, full day _____

Register by:

MAIL: SCERC

c/o Claudia Molina
650 Young Dr., S 56-071 CHS
Los Angeles, CA 90095-1772

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