

# Job quality in California

**Ken Jacobs**

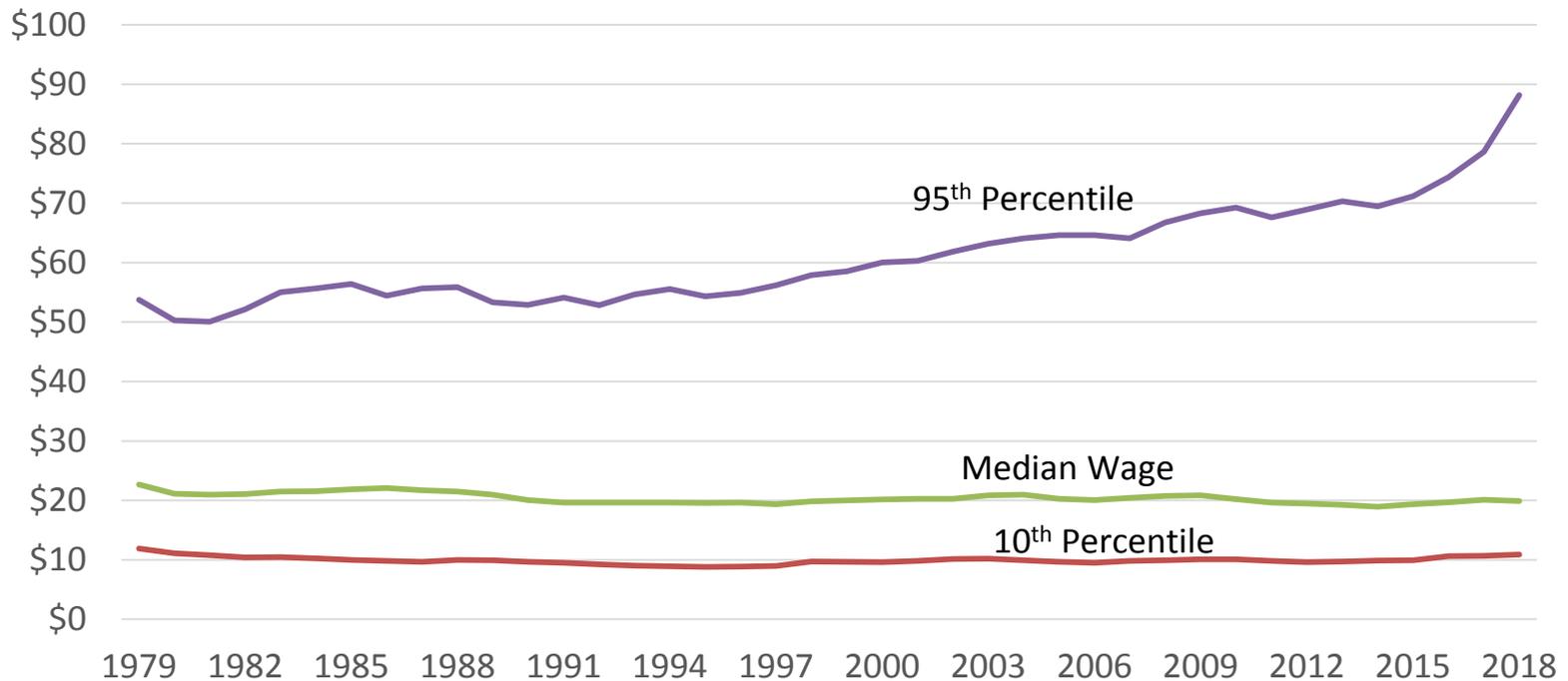
**Presentation to the Future of Work Commission**

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# Stagnating wages at the middle and bottom of the income distribution; growth at the top

## Real wages in California by percentile, 1979-2018

Wages are in 2018 dollars, and do not include tips, overtime or commission

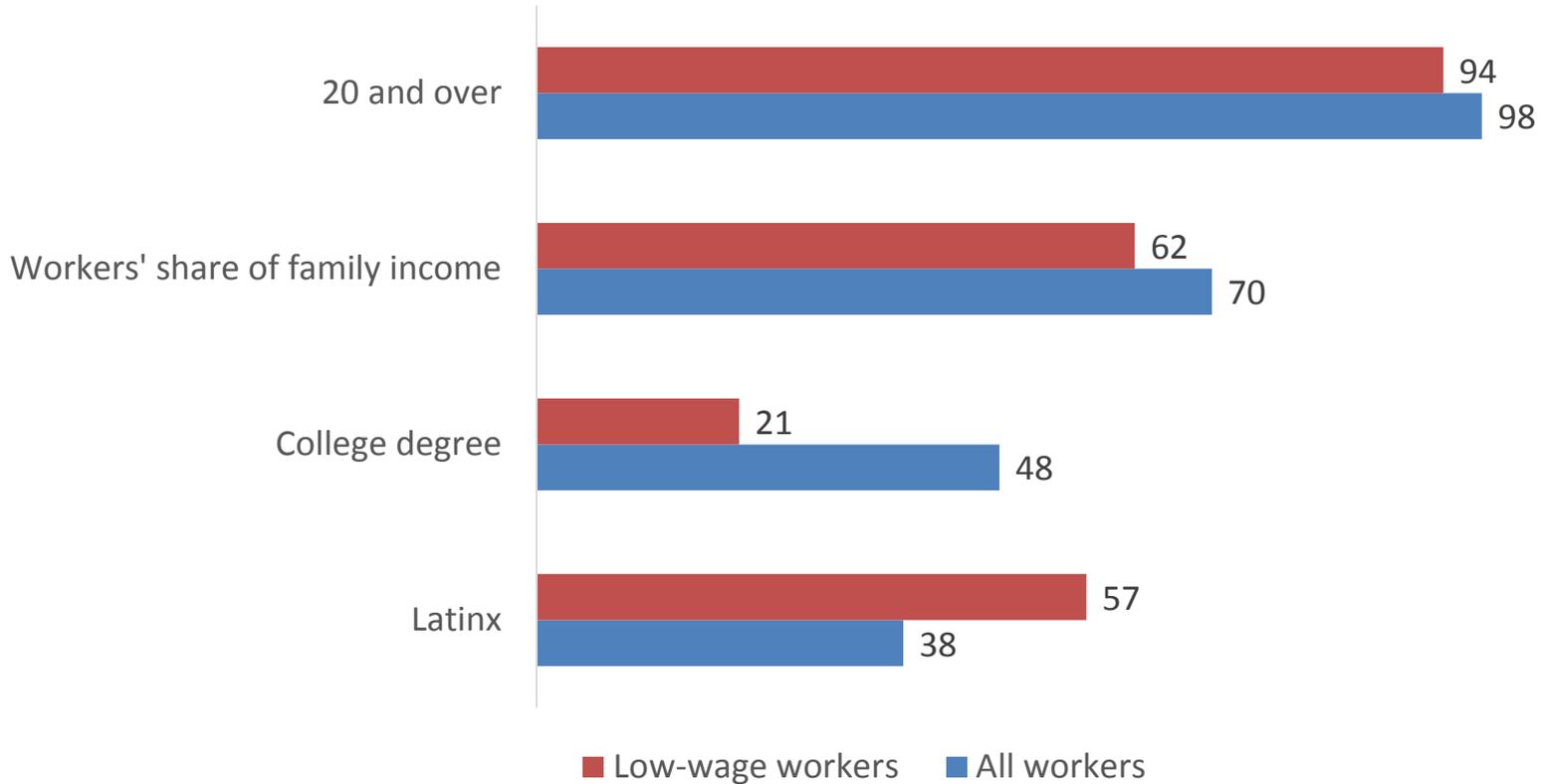


# CA occupations with greatest projected growth (2016-2026)

Occupation Title	Projected Growth 2016-2026	Median Hourly (2018)	Median Annual (2018)
Personal Care Aides	248,000	\$11.74	\$24,419
Food Preparation and Serving Workers, Including Fast Food	81,100	11.63	24,193
Software Developers, Applications	53,800	59.18	123,085
Laborers and Freight, Stock, and Material Movers, Hand	50,300	13.66	28,396
Registered Nurses	45,800	49.18	102,288
Waiters and Waitresses	36,300	12.42	25,818
General and Operations Managers	30,800	54.66	113,686
Market Research Analysts and Marketing Specialists	27,100	34.36	71,473
Carpenters	24,900	26.62	55,361
Medical Assistants	24,800	17.14	35,642
Cooks, Restaurant	24,000	14.01	29,130
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	23,800	14.29	29,717
Construction Laborers	23,000	20.15	41,926
Stock Clerks and Order Fillers	20,400	12.51	26,009

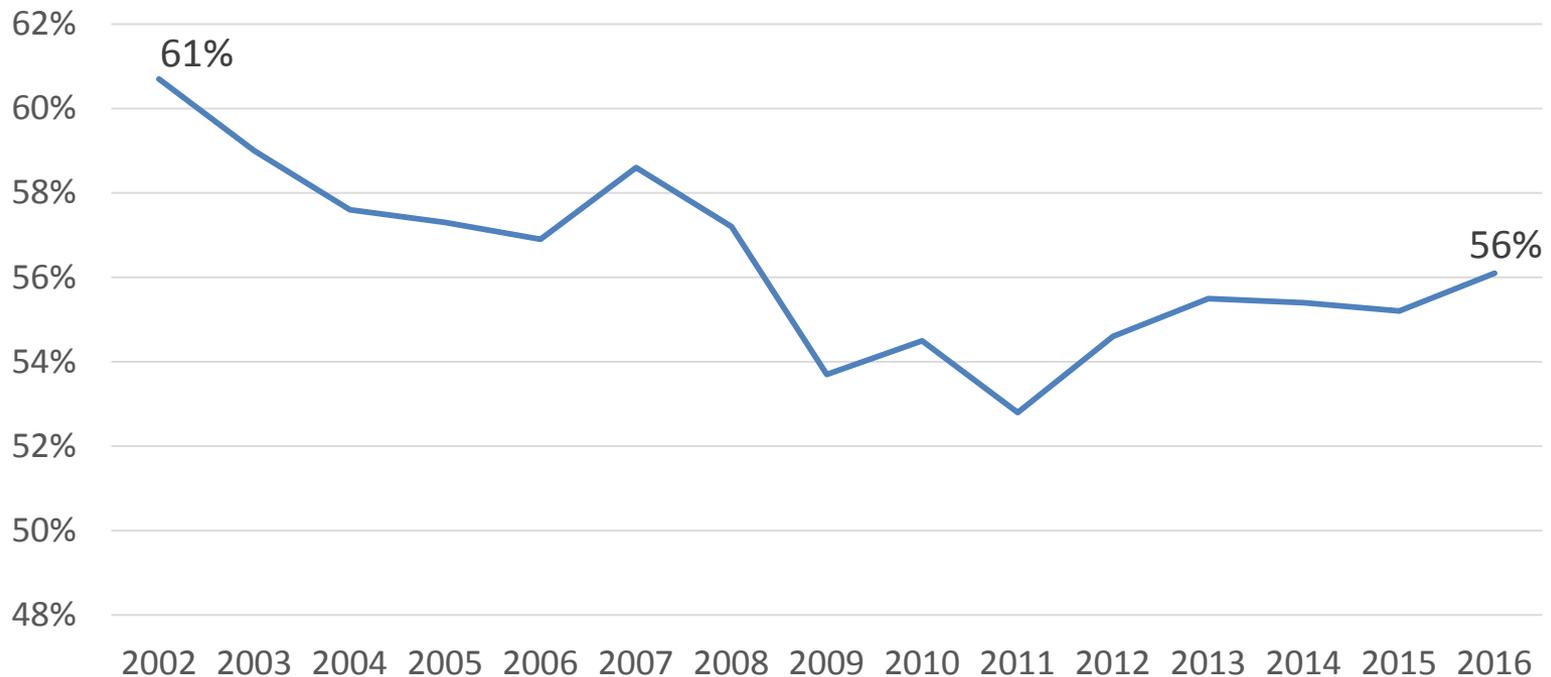
Source: CA EDD Labor Market Information Division (July 2018)

# Who are low-wage workers?



# Job-based health coverage rates have fallen since 2002, but remained steady under the ACA

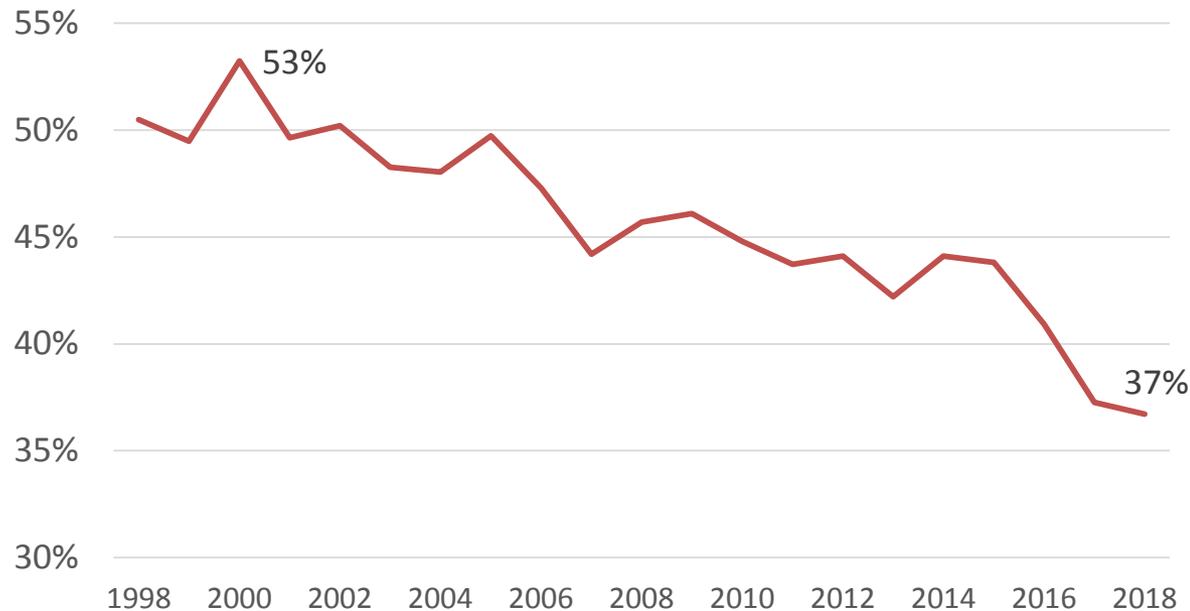
Percentage of Californians ages 18-64 with employer-sponsored insurance, 2002-2016



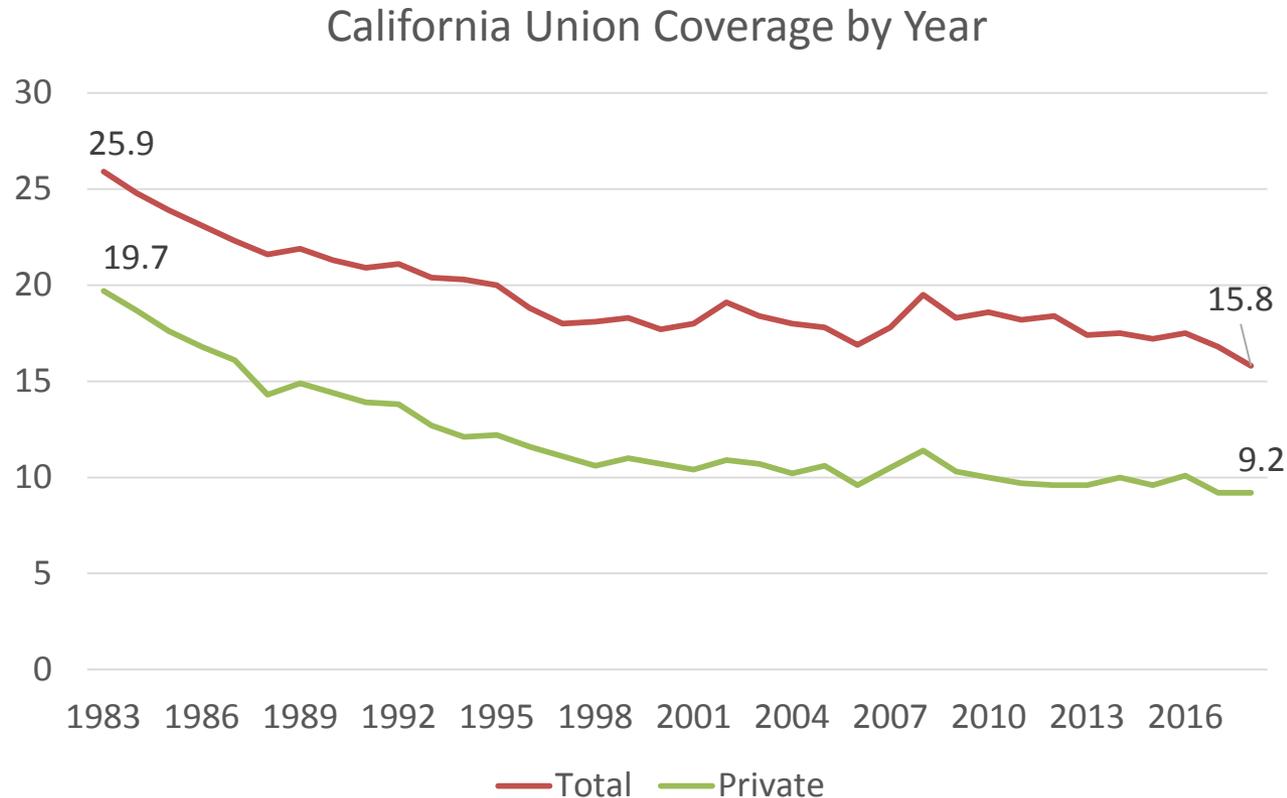
Source: Current Population Survey

# 3 out of 5 California private sector workers have no way to save for retirement at work

Share with access to a workplace retirement plan,  
California private sector employees age 25-64,  
1998-2008



# A declining share of workers covered by a union contract



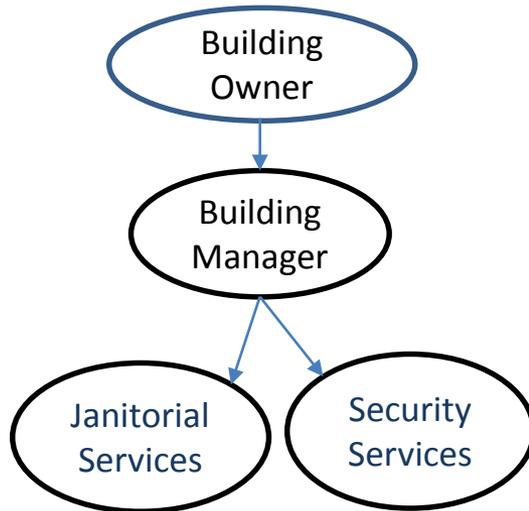
# Union effect on wages and benefits

	Regression-adjusted union premium
<b>Wages (percent change)</b>	
Hourly wage*	12.9
<b>Benefits (percent change in likelihood)</b>	
Health insurance through work**	37.2
Retirement plan or pension offered at work**	51.5
<b>Use of public safety net programs (percent change in likelihood)</b>	
Workers with a family member enrolled in at least one safety net program***	-30.6
Workers with a family member enrolled in Medi-Cal***	-30.9
<b>Low-income status (percent change in likelihood)</b>	
Worker's family is low-income**	-37.1

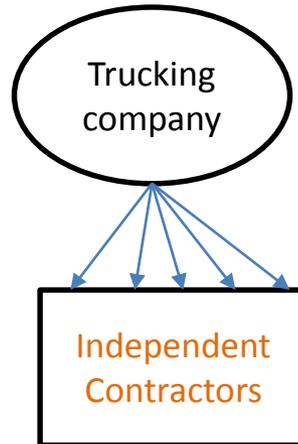
Source: Jacobs and Thomason, Union Effect in California, UC Berkeley Labor Center 2018

# Workplace fissuring

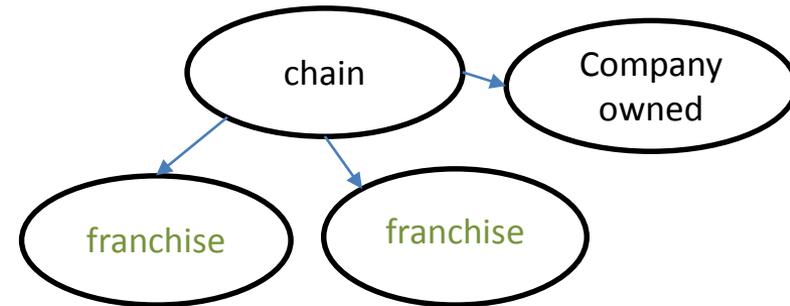
## Subcontracting



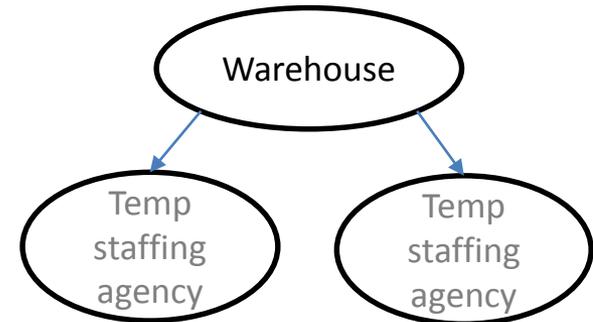
## Independent Contractors



## Franchises



## Temporary Workers



# Conclusion

- **The future of work is not predetermined**
- **What CA does will set examples for the rest of the nation**
- **Considerations in addressing the future of work:**
  - Job quality
  - Workers bargaining power
  - Industry sectors and supply chains
  - Rising costs of healthcare and declining retirement security
  - Low-wages in the care industries