



NIKKI HALEY, who took third in Iowa, is poised to fare better with New Hampshire's larger share of moderates and independents.

ANALYSIS

Haley's best chance to beat Trump

New Hampshire's rare breed of GOP voters boosts her odds there, and Biden's in the fall.

BY DAVID LAUTER

ROCHESTER, N.H. — With a frigid and anticlimactic Iowa caucus night behind them, the Republican presidential field moved Tuesday to New Hampshire, where Nikki Haley has her best — and perhaps only — chance to prove that Donald Trump can still be beaten in a GOP primary.

The shift means more than a change of scenery: For a brief moment, the spotlight will be on independent voters and non-Trump Republicans, who have only limited sway in most GOP primaries but are a force here, and may also play a major role in November's general election.

The prominence of moderates means three things for the GOP:

■ Haley, the former South Carolina governor and ambassador to the United Nations, has a decent chance of beating the former president in next Tuesday's primary.

■ But because New Hampshire differs so much from the Republican norm, Trump remains the overwhelming favorite to win almost everywhere else.

■ And the alienation of moderates from the GOP remains a significant risk for Trump's chances in a general election against President Biden, despite the incumbent's weak current standing.

Only 10% of former New Jersey Gov. Chris Christie's supporters and 22% of Haley's backers said they would vote for Trump in a general election matchup against the Democratic president, according to a Suffolk University survey of New Hampshire voters [See Analysis, A10]

Poll: Immigration is a sticky issue among state Democrats

GOP is more unified on the topic, consolidating its voting bloc



MIGRANTS from China wait to check in with a U.S. Border Patrol agent Nov. 24 at a camp by the Mexican border in San Diego County.

BY ALEXANDRA E. PETRI

Immigration and border security issues unify Republican voters while dividing Democratic voters in California, a statewide poll has found.

The findings of the new UC Berkeley Institute of Governmental Studies poll, co-sponsored by the Los Angeles Times, illustrate some of the political difficulties President Biden faces in dealing with the large number of unauthorized migrants crossing the U.S. southern border.

Even in California, a Democratic stronghold, registered voters by 62% to 30% say U.S. borders are not secure in preventing people from entering the country illegally, the poll found. The majority who say the border is not secure is even larger among likely voters.

Voters who support former President Trump, are conservative or identify as Republicans are nearly unanimous in saying the border is not secure. Among strongly conservative voters, 88% say the border is not secure, versus 8% who say it is.

Democrats, liberals and voters [See Borders, A10]

Will workers face a return to offices?

Fully remote staffers are less productive but hybrid schedules show promise, data indicate.

BY DON LEE

These days, it looks like the bloom is coming off the rose for remote work: Many employers are talking tougher. New research shows employees are actually less productive when they work from home full-time. And, with the tight job market starting to slacken, some predict 2024 will be the year employers finally clamp down.

But don't be too quick to conclude things are going back to the days of 9 to 5 in the old cubicle.

It's true that widespread studies based on standard measures of efficiency have found that fully remote em-

ployees are 10% to 20% less productive than those working on company premises. Challenges related to communications, coordination and self-motivation may be factors in the decline.

And some employers have been warning that those who fail to meet new standards for being in the office may find adverse effects on their performance evaluations and incomes.

But the new research that showed lower productivity by full-time remote workers also found that those on a hybrid schedule — some days at home and some on site — were about as productive as those in the office full time. And there's some evidence that companies offering greater flexibility to workers may achieve better financial results.

Potentially even more important than abstract data are the surprisingly deep [See Workers, A7]

CITY SET TO GIVE SERIES OF PAY RAISES

Package for L.A. workers is similar to a 2007 deal that helped spark budget crisis.

BY DAVID ZAHNISER

Thousands of Los Angeles city workers are on track to receive a package of raises that would exceed 24% over five years, a deal similar to one that contributed to one of the city's most wrenching budget crises more than a decade ago.

The new pay proposal, negotiated last month by Mayor Karen Bass, would award seven cost-of-living increases between April 2024 and July 2028 to workers represented by the Coalition of L.A. City Unions, according to summaries circulated by union leaders.

The proposal, which requires a union ratification vote and approval from the City Council, also would give workers the ability to cash out 100% of their unused sick time when they retire, up from 50%. And it would raise the minimum pay of coalition workers — many of them part-time employees — to \$25 per hour by 2026, union officials said.

"The feedback I've gotten from our members is that they're enthusiastically going to vote yes on this, because it is the best deal that city workers have ever gotten," said David Green, president of Service Employees International Union Local 721, one of the coalition's six unions.

The terms of the salary proposal bear some resemblance to a public employee contract negotiated in 2007 by Mayor Antonio Villaraigosa — one he later described as a mistake. That deal, also reached with the coalition, delivered salary increases of nearly 25% over five years.

The 2007 coalition deal was finalized shortly before the onset of the Great Recession, which brought a slowdown in tax proceeds and rapid growth in public employee retirement costs. [See Raises, A5]



NORTHRIDGE QUAKE, 30 YEARS ON

Debris surrounds a building on Hollywood Boulevard after the 6.7 temblor on Jan. 17, 1994. Lorraine Ali recalls the day the region shook. CALIFORNIA, B1

Too much junk? Ridwell wants it

Subscription service will dispose of waste — and guilt — the city doesn't accept. BUSINESS, A6

One way local TV beats streamers

Political campaigns are expected to spend more money with stations. CALENDAR, E1

Weather Clearing; partly sunny. L.A. Basin: 63/53. B6



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