

Annette Bernhardt

Curriculum Vitae

Institute for Research on Labor and Employment
University of California, Berkeley
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Education

Ph.D. 1993, University of Chicago, Sociology
Exchange Scholar, 1989, Harvard University, Sociology
M.A. 1988, University of Chicago, Sociology
B.A. 1986, Barnard College, Columbia University, Sociology

Professional Experience

2013 - present	Senior Researcher	Institute for Research on Labor and Employment, University of California, Berkeley
2017 - present	Director, Low-Wage Work Program	Center for Labor Research and Education University of California, Berkeley
2013 - 2015	Visiting Professor	Sociology Department, University of California, Berkeley
2012 - 2016	Fellow	Roosevelt Institute
2008 - 2013	Policy Co-Director	National Employment Law Project
2011 - 2012	Visiting Scholar	Russell Sage Foundation
2002 - 2007	Deputy Director, Poverty Program	Brennan Center for Justice at NYU School of Law
2000 - 2002	Senior Associate	Center on Wisconsin Strategy, University of Wisconsin-Madison
1994 - 1999	Senior Research Associate	Institute on Education and the Economy, Teachers College, Columbia University
1991	Lecturer	University of Chicago, Sociology Department
1990 - 1991	Research Associate	National Opinion Research Center
1989	Research Associate	Harvard University, Sociology Department

Professional Activities

Labor and Employment Research Association, Executive Board, 2016-present
California Policy Lab, Affiliate Expert, 2017-present
East Bay Alliance for a Sustainable Economy, Board Member, 2017-present
Working Partnerships USA, Board Member, 2017-present
Russell Sage Journal, Editorial Board, 2013-2016
Surdna Foundation, Advisory Board, 2013-present
US Department of Labor Technical Working Group on Worker Protection, 2016
Aspen Institute, Raise the Floor and Build Ladders Advisory Committee, 2013-2014
UCLA Institute for Research on Labor and Employment, Research Affiliate, 2009-present
Center on Wisconsin Strategy, University of Wisconsin-Madison, Research Affiliate, 2002-present
International Advisory Board of 'Closing the Enforcement Gap' Research Group, 2010-present
ALIGN/The Alliance for a Greater New York, Board Member, 2011-2013
National Domestic Workers Alliance, Research Advisory Board, 2009-2012
AFL-CIO Worker Center Advisory Council, 2013-present

Food Chain Workers Alliance, Advisory Committee, 2010-2012
Restaurant Opportunities Center United/Cornell University, High Road Study Advisory Board, 2011
Russell Sage Foundation, Future of Work Advisory Committee, 2005-2006
Urban Agenda, Advisory Board, 2004-2005
New York Jobs With Justice, Board Member, 2002-2005
Restaurant Opportunities Center of New York, Sector Analysis Advisory Board, 2002-2005
University of Wisconsin-Madison, Affiliate of the Industrial Relations Research Institute, 2000-2001
Participant in the MIT Sloan School of Management's Taskforce on Reconstructing America's Labor Market Institutions, 1999-2000
Member of the IRRRA Nominating Committee, 2000
Member of the American Sociological Association and the Labor and Employment Research Association
Reviewer for *American Journal of Sociology*, *American Sociological Review*, *Industrial and Labor Relations Review*, *Demography*, *Social Forces*, and other journals

Books

The Gloves-Off Economy: Workplace Standards at the Bottom of America's Labor Market. 2008. Annette Bernhardt, Heather Boushey, Laura Dresser and Chris Tilly, eds. Ithaca: Cornell University Press.

Low-Wage America: How Employers are Reshaping Opportunity in the Workplace. 2003. Eileen Appelbaum, Annette Bernhardt and Richard Murnane, eds. New York: Russell Sage Foundation.

Divergent Paths: Economic Mobility in the New American Labor Market. 2001. Annette Bernhardt, Martina Morris, Mark Handcock, and Marc Scott. New York: Russell Sage Foundation.

Academic Publications

"Organizing for Good Jobs: Recent Developments and New Challenges." 2017. *Work and Occupations*. 44(2):89-112. (With Paul Osterman).

"Employers Gone Rogue: Explaining Industry Variation in Violations of Workplace Laws." 2013. *Industrial and Labor Relations Review* 66(4). (With Michael Spiller and Nik Theodore).

"All Work and No Pay: Violations of Employment and Labor Laws in America's Biggest Cities." 2013. *Social Forces* doi: 10.1093/sf/sos193. (With Michael Spiller and Diana Polson).

"The Role of Labor Market Regulation in Rebuilding Economic Opportunity in the U.S." 2012. *Work and Occupations* 39(4):354-75.

Review of *Good Jobs America: Making Work Better for Everyone*, by Paul Osterman and Beth Shulman. 2012. *Industrial and Labor Relations Review* 65(2):456-7.

"Under the Radar: Tracking the Violation of Labor Standards in Low-Wage Industries in the U.S." 2012. Pp. 208-233 in C. Warhurst, F. Carré, P. Findlay and C. Tilly, eds., *Are Bad Jobs Inevitable? Trends, Determinants, and Responses to Job Quality in the Twenty-First Century*. England: Palgrave Macmillan. (With Nik Theodore and James DeFilippis).

"Government Paves the Way: A Decent Work Agenda for the Obama Administration." 2010. *Berkeley Journal of Employment and Labor Law* 31(2). (With Paul Sonn).

"Working at the Wage Floor: Hotel Room Attendants and Labor Market Institutions in Europe and the United States." 2010. Pp. 269-318 in J. Gautie and J. Schmitt, eds., *Low-Wage Work in the Wealthy World*. New York: Russell Sage Foundation. (With Achim Vanselow, Chris Warhurst, and Laura Dresser).

"Sampling, Fielding, and Estimation in the 2008 Unregulated Work Survey." 2010. CES Working Paper #62, Center for the Study of Economy and Society, Cornell University, November 2010. (With Michael Spiller, Jason Perelshteyn and Douglas Heckathorn).

"On the Characteristics and Organization of Unregulated Work in American Cities." 2008. *Urban Geography* 29(8):1-29. (With James DeFilippis, Nina Martin, and Siobhan McGrath).

"Introduction." 2008. Pp. 1-29 in A. Bernhardt, H. Boushey, L. Dresser and C. Tilly, eds., *The Gloves-Off Economy: Workplace Standards at the Bottom of America's Labor Market*. Ithaca: Cornell University Press. (With Heather Boushey, Laura Dresser and Chris Tilly).

"The State of Worker Protections in the United States: Unregulated Work in New York City." 2008. *International Labour Review* 147(2-3). (With Siobhan McGrath and James DeFilippis).

"Bad Service Jobs: Can Unions Save Them? Can They Save Unions?" 2006. Pp. 115-137 in R. Block, S. Friedman, M. Kaminski and A. Levin, eds., *Justice on the Job: Perspectives on the Erosion of Collective Bargaining in the United States*. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research. (With Laura Dresser).

"Low-Wage Employment in America: Results from a Set of Recent Industry Case Studies." 2005. *Socio-Economic Review* 3(2):293-310. (With Eileen Appelbaum, Richard Murnane and Jeremy Weinberg).

"Taking the High Road in Milwaukee: The Wisconsin Regional Training Partnership." 2004. Pp. 231-48 in D. Reynolds, ed., *Partnering for Change: Unions and Community Groups Build Coalitions for Economic Justice*. Armonk, NY: M.E. Sharpe. (With Laura Dresser and Joel Rogers).

"The Future of Low-Wage Work." 2003. In E. Appelbaum, A. Bernhardt, and R. Murnane, eds., *Low-Wage America: How Employers are Reshaping Opportunity in the Workplace*. New York: Russell Sage Foundation. (With Eileen Appelbaum and Richard Murnane).

"The Coffee Pot Wars: Unions and Firm Restructuring in the Hotel Industry." 2003. In E. Appelbaum, A. Bernhardt, and R. Murnane, eds., *Low-Wage America: How Employers are Reshaping Opportunity in the Workplace*. (With Laura Dresser and Erin Hatton).

"Moving the Demand Side: Intermediaries in a Changing Labor Market." 2001. In Voos, Paula, Ed. *Proceedings of the 53rd Annual Meeting of the Industrial Relations Research Association*. Champaign, IL: IRRRA. (With Manuel Pastor, Erin Hatton and Sarah Zimmerman).

"It's Not Just the ATMs: Technology, Firm Strategies, Jobs, and Earnings in Retail Banking." 2001. *Industrial and Labor Relations Review* 54(2A):402-424. (With Larry Hunter, Katherine L. Hughes, and Eva Skuratowicz).

"Trends in Job Instability and Wages for Young Adult Men." 2000. Pp. 111-41 in *On the Job: Is Long-Term Employment a Thing of the Past?*, edited by David Neumark. New York: Russell Sage. (With Martina Morris, Mark S. Handcock, and Marc A. Scott).

"Is Standard Employment Still What It Used to Be?" 2000. Pp. 21-40 in *Nonstandard Work: The Nature and Challenges of Changing Employment Arrangements*, edited by Francoise Carre, Marianne A. Ferber, Lonnie Golden, and Steve Herzenberg. Champaign, IL: Industrial Relations Research Association. (With Dave Marcotte).

"Comparing Earnings Inequality Using Two Major Surveys." 2000. *Monthly Labor Review* March:48-61. (With Mark Handcock and Martina Morris).

"Trends in Job Instability and Wages For Young Adult Men." 1999. *Journal of Labor Economics*, Part 2, 17(4):S65-S90. (With Martina Morris, Mark Handcock and Marc Scott).

"What Technology Can and Cannot Do: A Case Study in Banking." 1998. *Industrial Relations Research Association Series: Proceedings of the Fiftieth Annual Meeting* 1:118-125. (With Douglas Slater).

Review of *Working in the Service Society*, by Cameron Macdonald and Carmen Siriani, eds. 1998. *Industrial and Labor Relations Review*. 51(3):530-32.

"In Search of the High Road in a Low-Wage Service Industry." 1997. *Politics & Society* 25(2):179-201. (With Thomas Bailey).

"Percentages, Odds, and the Meaning of Inequality: Reply to Cotter et al." 1997. *American Journal of Sociology* 102(4):1154-62. (With Martina Morris and Mark Handcock).

"The Reorganization of the Workplace in Service Industries: Effects on Job Quality and Organizational Performance." 1996. Working Paper No. 7, National Center for the Workplace, University of California, Berkeley. (With Thomas Bailey).

"Women's Gains or Men's Losses? A Closer Look at the Shrinking Gender Gap in Earnings." 1995. *American Journal of Sociology* 101(2):302-28. (With Martina Morris and Mark Handcock).

"Economic Inequality: New Methods for New Trends." 1994. *American Sociological Review* 59(2):205-19. (With Martina Morris and Mark Handcock).

"Parental Intervention in the Schools: The Context of Minority Involvement." 1993. Pp. 115-146 in *Parents, Their Children, and Schools*, eds. James S. Coleman and Barbara Schneider. Oxford: Westview Press. (With David Kerbow).

Working Papers

["Domestic Outsourcing in the U.S.: A Research Agenda to Assess Trends and Effects on Job Quality."](#) UC Berkeley Institute for Research on Labor and Employment, Working Paper No. 102-16 (with Rose Batt, Susan Houseman and Eileen Appelbaum).

["Labor Standards and the Reorganization of Work: Gaps in Data and Research."](#) UC Berkeley Institute for Research on Labor and Employment Working Paper No. 100-14.

["Local Minimum Wage Laws: Impacts on Workers, Families and Business."](#) UC Berkeley Institute for Research on Labor and Employment, Working Paper No. 104-14 (with Michael Reich and Ken Jacobs).

Research and Policy Reports

[“What Do We Know About Gig Work in California? An Analysis of Independent Contracting.”](#) 2017. UC Berkeley Center for Labor Research and Education, California (with Sarah Thomason).

[“Estimating the Cost of Raising Child Care Workers’ Wages for State Subsidy Programs: A Methodology Applied to California’s New State Minimum Wage Law.”](#) 2016. UC Berkeley Center for Labor Research and Education, California (with Sarah Thomason).

[“Race to the Bottom: How Low-Road Subcontracting Affects Working Conditions in California’s Property Services Industry.”](#) 2016. UC Berkeley Center for Labor Research and Education, California (with Sara Hinkley and Sarah Thomason).

[“The Effects of a \\$15 Minimum Wage by 2019 in San Jose and Santa Clara County.”](#) 2016. Center on Wage and Employment Dynamics, Institute for Research on Labor and Employment, UC Berkeley, Berkeley, CA.

[“Data and Methods for Estimating the Impact of Proposed Local Minimum Wage Laws.”](#) 2016. Center on Wage and Employment Dynamics, Institute for Research on Labor and Employment, UC Berkeley, Berkeley, CA.

[*Contra Costa County’s Proposed Minimum Wage Law: A Prospective Impact Study.*](#) 2015. Center on Wage and Employment Dynamics, Institute for Research on Labor and Employment, UC Berkeley, Berkeley, CA.

[*Enforcing City Minimum Wage Laws in California: Best Practices and City-State Partnerships.*](#) 2015. UCLA Labor Center and UC Berkeley Center for Labor Research and Education, California.

[*Estimated Impact of a Proposed Minimum Wage Law for Sacramento.*](#) 2015. Center on Wage and Employment Dynamics, Institute for Research on Labor and Employment, UC Berkeley, Berkeley, CA.

[*The Proposed Minimum Wage Law for Los Angeles: Economic Impacts and Policy Options.*](#) 2015. Center on Wage and Employment Dynamics, Institute for Research on Labor and Employment, UC Berkeley, Berkeley, CA.

[*Low-Wage Work in California: 2014 Chartbook.*](#) 2015. Center for Labor Research and Education, UC Berkeley, Berkeley, CA.

[*San Francisco’s Proposed City Minimum Wage Law: A Prospective Analysis.*](#) 2014. Center on Wage and Employment Dynamics, Institute for Research on Labor and Employment, UC Berkeley, Berkeley, CA.

[*Fact Sheet: Estimated Impact of San Diego’s Proposed Minimum Wage Law.*](#) 2014. Center on Wage and Employment Dynamics, Institute for Research on Labor and Employment, UC Berkeley, Berkeley, CA.

[*The Impact of Oakland’s Proposed City Minimum Wage Law: A Prospective Study.*](#) 2014. Center on Wage and Employment Dynamics, Institute for Research on Labor and Employment, UC Berkeley, Berkeley, CA.

[*The Low-Wage Recovery and Growing Inequality.*](#) 2012. National Employment Law Project, New York, NY.

[*The Good Jobs Deficit: A Closer Look at Recent Job Loss and Job Growth Trends Using Occupational Data.*](#) 2011. National Employment Law Project, New York, NY.

An Overview of Job Quality and Discretionary Economic Development Subsidies in New York City. 2011. Fiscal Policy Institute, Good Jobs New York and the National Employment Law Project, New York, NY.

[*A Year of Unbalanced Growth: Industries, Wages, and the First 12 Months of Job Growth After the Great Recession*](#). 2011. National Employment Law Project, New York, NY.

Where the Jobs Are: A First Look at Private Industry Job Growth and Wages in 2010. 2010. National Employment Law Project, New York, NY.

[*Working Without Laws: A Survey of Employment and Labor Law Violations in New York City*](#). 2010. National Employment Law Project, New York, NY.

[*Broken Laws, Unprotected Workers: Violations of Employment and Labor Laws in America's Cities*](#). 2009. Center for Urban Economic Development at UIC, National Employment Law Project, and UCLA Institute for Research on Labor and Employment.

[*One City, One Future: A Blueprint for Growth that Works for All New Yorkers*](#). 2009. National Employment Law Project, Pratt Center for Community Development, and New York Jobs with Justice, New York, NY.

[*Confronting the Gloves-Off Economy: America's Broken Labor Standards and How to Fix Them*](#). 2009. The UCLA Institute for Research on Labor and Employment, the Center for Economic and Policy Research, The Center on Wisconsin Strategy, and the National Employment Law Project.

Jobs and the Economy in New York State: A Community-Based Survey About Economic Development. 2008. National Employment Law Project, New York, NY.

[*When Work Doesn't Pay: The Public Cost of Low-Wage Jobs in New York State*](#). 2008. Technical Report, National Employment Law Project, New York, NY.

[*Unregulated Work in the Global City: Employment and Labor Law Violations in New York City*](#). 2007. Brennan Center for Justice, New York, NY.

Protecting New York's Workers: How the State Department of Labor Can Improve Wage-and-Hour Enforcement. 2006. Brennan Center for Justice, New York, NY.

Do New Yorkers Know the Minimum Wage? Results from a Spot Survey of Employers and Workers in New York City. 2006. Brennan Center for Justice, New York, NY.

[*Dining Out, Dining Healthy: The Link Between Public Health and Working Conditions in New York City Restaurants*](#). 2006. Restaurant Opportunities Center of New York, New York City Restaurant Industry Coalition, Urban Justice Center, and Brennan Center for Justice, New York, NY.

[*Trends in Wage and Hour Enforcement by the U.S. Department of Labor, 1975–2004*](#). 2005. Brennan Center for Justice, New York, NY.

[*What Do We Know About Wal-Mart: An Overview of Facts and Studies for New Yorkers*](#). 2005. Brennan Center for Justice, New York, NY.

[*Is Your Gourmet Grocery a Sweatshop? A Report on Working Conditions at Upscale Groceries in New York City.*](#) 2005. Joint report of the Brennan Center for Justice, New York Jobs with Justice and the Queens College Labor Resource Center.

[*Behind the Kitchen Door: Pervasive Inequality in New York City's Thriving Restaurant Industry.*](#) 2005. Restaurant Opportunities Center of New York, New York City Restaurant Industry Coalition, Urban Justice Center, Brennan Center for Justice, and Community Service Society. New York, NY.

[*Recession and 9/11: Economic Hardship and the Failure of the Safety Net for Unemployed Workers in New York City.*](#) 2003. Brennan Center for Justice, New York, NY.

[*Moving Hotels to the High Road: Strategies That Help Workers and Firms Succeed.*](#) 2003. Center on Wisconsin Strategy, Madison, WI.

The New York City Living Wage Law: How It Will Work, and How It Will Affect the City, the Business Community, and Working Families. 2002. Joint report of the Brennan Center for Justice and the Fiscal Policy Institute, New York, NY

[*Why Privatizing Government Services Would Hurt Women Workers.*](#) 2002. Institute for Women's Policy Research, Washington, DC. Also published in *The W Effect: Bush's War On Women*, edited by Laura Flanders, 2004, The Feminist Press at the City University of New York.

Can't Afford to Lose a Bad Job: Latino Workers in Dane County. 2001. Joint report of the Latino Workers Project/Interfaith Coalition for Worker Justice and the Center on Wisconsin Strategy, Madison, WI.

Barely Getting By: Wisconsin's Working Poor Families. 2000. A Joint Report of the Center on Wisconsin Strategy, the Institute for Wisconsin's Future, and the Wisconsin Council on Children and Families. Center on Wisconsin Strategy, Madison, WI.

The Future of Low-Wage Jobs: Case Studies in the Retail Industry. 1999. IEE Working Paper No. 10. Institute on Education and the Economy, Teachers College, Columbia University: New York, NY.

Pathways to Educational Attainment and Their Effects on Early Career Development. 1999. Report prepared for the National Center for Research in Vocational Education, Office of Vocational and Adult Education, U.S. Department of Education.

Job Quality and Productivity in Retail Trade. 1994. Prepared for the Office of Technology Assessment, United States Congress.

Policy Articles

"Beyond Basic Income: Claiming Our Right to Govern Technology." 2017. *Medium* (May 11); previous version appeared in *Boston Review* (Spring issue).

"It's Not All About Uber." 2016. *Perspectives on Work*, vol. 20.

"Three Ways Washington Can Create Living Wage Jobs." 2012. *The Atlantic* (October 10).

"The Great Recession and Low-Wage Work in the U.S." 2011. *International Labor Brief* 9(9):4-15.

“Working Without Laws in New York City.” *Challenge* 54(2):80-108. (With Diana Polson and James DeFilippis).

“Beating the System is the System: A Survey of Workplace Violations in Chicago, Los Angeles, and New York City.” 2010. *New Labor Forum* 19(1): 73-79. (With Unregulated Work Survey authors).

“Government Paves the Way: A Decent Work Agenda for the Obama Administration.” 2009. *The American Prospect*, Special Issue on Decent Work. (With Paul Sonn).

“Broken Laws, Unprotected Workers.” 2009. *The American Prospect*, Special Issue on Decent Work. (With Ruth Milkman and Nik Theodore).

“Recovery with a New Vision for Economic Development.” 2009. Pp. 40-52 in J. Hicks and D. Morris, eds., *From Disaster to Diversity: What’s Next for New York City’s Economy?* New York, NY: Drum Major Institute. (With Brad Lander and Carrie Brunk).

“Taking the High Road in Milwaukee.” 2002. *WorkingUSA* 5(4):109-30. (with Laura Dresser and Joel Rogers).

“The Wal-Mart Trap.” 2000. *Dollars & Sense*. September/October(231):23-25.

“Protecting Worker Welfare in the Age of Flexibility.” 1998. *Challenge* 41(5):16-44. (With Thomas Bailey).

“Making Careers Out of Jobs: Policies to Address the New Employment Relationship.” 1998. *Workforce Investment Quarterly* 5(3):23-33. (With Thomas Bailey).

Annual Conference Presentations

Academy of Management: 2012; American Educational Research Association, 1991; American Sociological Association: 2016, 2014, 2011, 2000, 1999, 1998, 1996, 1995; Association of American Geographers: 2015; Eastern Sociological Society: 2008; Economic Analysis & Research Network: 2000, 2001, 2002, 2004, 2005, 2006, 2008, 2009; 2015; Industrial Relations Research Association: 2005, 2004, 2002, 2001, 2000, 1997, 1996; Industry Studies Association: 2010, 2014; International Labor Process Conference: 2010; Labor and Employment Relations Association: 2012, 2008, 2007, 2014, 2015, 2016; Society for the Advancement of Socio-Economics: 2003.

Select Invited Presentations

“The New Wave of \$15 Minimum Wage Laws in the U.S.: Research and Policy Challenges.” International Conference on the Minimum Wage, Accion Ciudadana Frente a la Pobreza and Instituto de Estudios para la Transicion Democratica, Mexico City, September 2016.

“It’s Not All About Uber: The Jobs, Labor Standards, and Policy Infrastructure We Need for the Future.” Roberta Gassman Distinguished Lecture, University of Wisconsin-Madison, April 2016.

“Trends in Non-Standard Work or Alternative Work Arrangements: What We Know and Don’t Know.” Russell Sage Foundation Conference on Non-Standard Work, New York, April 2016.

“The Devolution of Work.” Presented at the Berkeley Journal of Employment and Labor Law symposium, On the Precipe: Workers in the New Tech Economy, February 2016.

“The Data Challenge: Measuring Changes in the Organization of Work and Production.” Presented at the US Department of Labor, Future of Work Symposium, December 2015.

“Broken Laws, Unprotected Workers: Violations of Employment and Labor Laws in America’s Biggest Cities.” Presented at the International Conference on Labor, Health and Social Welfare, Institute for East Asian Studies, UC Berkeley, July 2015.

“The New Wave of City Minimum Wage Laws: Research and Policy Considerations.” Presented at the University of California, Sacramento, April 2015.

“Research on the New Wave of Minimum Wage Policies.” Presented at the Institute for Research on Labor and Employment, UC Berkeley, September 2014.

“Immigration Status, Workplace Violations, and Low-Wage Industries.” Presented at the Third Meeting of the Panel on Economic and Fiscal Consequences of Immigration, National Research Council of the National Academies, Irvine, CA, July 2014.

“Outsourced Jobs: Numbers and Quality.” Presented at the *Outsourced Work: Insourcing Responsibility* conference, National Employment Law Project, Washington DC, May 2014.

“Labor Standards and the Reorganization of Work: Gaps in Data and Research.” Presented at the sociology department and the Institute for Research on Labor and Employment Colloquium, UC Berkeley, March/April 2014.

“FLSA and the Reorganization of Work.” Presented at *75 Years of the Fair Labor Standards Act*. US Department of Labor, Washington DC, November 2013.

“Tipping Toward Justice: Plan of Action.” Presented at *Working for Change: Low-Wage Earners at the Tipping Point*, UC Berkeley Law School, October 2013.

“Paving the Way for Better Jobs.” Presented at Roosevelt Institute Conference, *A Bold Approach to the Jobs Emergency*, Washington DC, June 2013.

“Inequality and the Future of Work.” Presented at *Reclaiming Prosperity*, Seattle Town Hall Series, May 2013.

“Employers Gone Rogue: Explaining Industry Variation in Violations of Workplace Laws.” Presented at the The Quality Of Jobs conference, Cornell ILR School, November 2011; the Columbia University Center for the Study of Wealth and Inequality, March 2012; the Berkeley Institute for Research on Labor and Employment, February 2013; and the CUNY Graduate Center, March 2013.

“What Policy and Practice Reforms Can Improve Job Quality?” Presented at *Good Jobs for a Stronger Economy Conference*, sponsored by Demos, NELP, EPI and CLASP, October 2011, Washington DC.

“Unregulated Work: The Perfect Storm of Economic Restructuring and Immigration Policy.” Presented at the *Labor Immigration: Good or Bad for America* Conference, Cornell University Institute for the Social Sciences, September 2011.

“Trends in Employment Relationships in the Low-Wage Labor Market.” Presented at *We Needed the Work: Latino Worker Voices in the New Economy*, sponsored by National Council of La Raza, May 2011, Washington DC.

Panelist at *A Fair Day’s Pay for a Fair Day’s Work: The Living Wage Movement and the Fight for Social and Economic Justice*, sponsored by Fordham University School of Law. New York, NY, April 2011.

“Developed Country Perspectives on the Informal Economy.” Presented at the WIEGO Conference on Research on the Informal Economy. Cape Town, South Africa, March 2011.

“Working Without Laws: A Survey of Employment and Labor Law Violations in New York City.” Presented at the CUNY Murphy Institute for Worker Education and Labor Studies, February 2010, New York, NY.

“Unregulated Work: Research and Public Policy for an Emerging Trend in the U.S. Labor Market.” Presented at the Institute for Work and Employment Research, MIT Sloan School of Management, May 2009, and the UCLA Institute for Research on Labor and Employment, June 2009.

“The Gloves-Off Economy: Workplace Standards at the Bottom of America’s Labor Market.” Book Panel hosted by the National Employment Law Project and Demos. New York, April 2009. Also presented at the *Migration, Work and Citizenship: Toward Decent Work and Secure Citizenship* Conference, York University, Toronto, CA, October 2009.

“Trends in Low-Wage Work Across Metropolitan Labor Markets.” Presented at *The Future of Low-Wage Work in Metropolitan America* Conference, Center for Urban Research, CUNY Graduate Center, October 2008.

“Immigrants and Work.” Presented at *Crossroads: Addressing the Human Services Needs of the Immigrant and Migrant Populations*, sponsored by IBM and the W.E. Upjohn Institute for Employment Research. Washington, DC, September 2008.

“Paycheck Politics.” Presented at *A Better Deal: Reclaiming Economic Security for a New Generation* Conference, sponsored by Demos. Washington, DC, May 2008.

“Unregulated Work in the Global City: Employment and Labor Law Violations in New York City.” Presented at *Underneath the Radar: The Unregulated Economy in New York City*, sponsored by Labor Research Association, November 2007.

“Moving From Dependency: The Importance of Work Supports.” Presented at *Pathways to Economic Independence* Forum Series, sponsored by the Independence Community Foundation. Brooklyn, NY, October 2006.

“Domestic Worker Industry Overview.” Presented at Summit on Domestic Work in New York, NYU School of Law, sponsored by Domestic Workers United, September 2006.

“Wal-Mart and Workers’ Health Care.” Presented at Neighborhood Funders Group’s Working Group on Labor & Community, April 2006.

“Young Adults and Upward Mobility.” Presented at Russell Sage Foundation Workshop on the Transmission of Inequality, New York, NY, May 2006.

“Under the Radar: How New Business Strategies Are Moving Jobs Outside the Reach of Regulation.” Presented at the University of Pennsylvania, Sociology Spring 2006 Colloquium Series.

“Race, Gender & Employment Under the Wal-Mart Model.” Presented at *Wal-Mart, Race & Gender: Local Controversies, Global Processes*, sponsored by the Center for the Study of Race, Politics and Culture and the Center for Gender Studies, University of Chicago, January 2006.

“Strategies for Improving the Conditions of Low-Wage Workers.” Presented at the Center on Poverty, Work and Opportunity, University of North Carolina at Chapel Hill, November 2005.

“Wal-Mart and ‘Big Box’ Accountability Campaigns.” Presented at the Arca Foundation, National Funder Briefing, Washington, D.C., November 2005.

“Defending Labor Standards for Marginalized Workers.” Presented at *Advancing Racial Justice: A Midwest Conference on Race, Equity and Policy*, sponsored by the Applied Research Center and the Center for Urban Economic Development, University of Illinois-Chicago. Chicago, IL, October 2005.

“Mapping Career Paths in the U.S. Labor Market.” Presented at the University of Pennsylvania Wharton School Center for Human Resources’ *Conference on Careers and Career Transitions: New Evidence for a New Economy*, June 2005.

“Low-Wage America: How Employers are Reshaping Opportunity in the Workplace.” Presented at: The Columbia University Seminar on Full Employment, Social Welfare and Equity, May 2004; Institute of Industrial Relations, University of California-Berkeley, March 2004 and University of California, Los Angeles, March 2004; the Center for the Study of Inequality, Cornell University, November 2003.

“Research Agendas, Community Organizations and Translocal Activism.” Presented at Social Science Research Council Conference on Translocal Cities: Chicago, New York and Los Angeles. New York, May 2004.

“Bringing Unemployment Benefits to Our Communities: The Role of Outreach and System Reform.” Presented at the New York Regional Association of Grantmakers. New York, NY, January 2004.

“Labor Market Intermediaries in the Old and New Economies: A Survey of Worker Experiences in Milwaukee and Silicon Valley.” Presented at Jobs For the Future, Authors’ Planning Meeting, American Assembly volume, *Workforce Intermediaries: Opportunities at Work*, Robert Giloth, editor. Boston, MA, July 2002.

“Brain Trust: Working with Think Tanks and Universities.” Presented at the 2002 National Conference of the AFL-CIO Working for America Institute. Washington, DC, April 2002.

“Activist Research: Academics in the Policy World.” Presented at the Department of Humanities and Social Sciences in the Professions, New York University School of Education. April 16, 2001.

“Creating Career Ladders.” Presented at the Winter Planning Meeting of the Domestic Strategy Group, The Aspen Institute, New York, NY. March, 1999.

“Work and Opportunity in the Post-Industrial Labor Market.” Presented at the Urban Issues Workshop, Columbia University, New York, NY. February, 1999.

Policy briefing on “Fostering Career Ladders.” The Domestic Strategy Group, The Aspen Institute, Washington, DC. November, 1998.

“Job Instability and Wage Inequality Among Young Men: A Comparison of Two NLS Cohorts.” Presented at the 1998 Russell Sage Foundation Conference on Changes in Job Stability and Job Security, New York, N.Y. Also presented at the 1997 Alfred P. Sloan Foundation’s Conference on Labor Market Inequality, Madison, WI.

“Making Careers Out of Jobs.” Presented at the Public Policy Consortium, School of International and Public Affairs, Columbia University, New York, NY. October, 1998.

Press and Media

Regularly quoted and cited in major newspapers, including the New York Times, the Los Angeles Times, Time Magazine, Business Week, the Wall Street Journal, the Chicago Tribune, the Boston Globe, Newsday, the Daily News, the American Prospect, the BNA Daily Labor Report, and range of regional press, as well as appearances on NPR broadcasts, CNBC and MSNBC.

Op-eds

“Tech Leaders Must Look Beyond Universal Basic Income” (with Derecka Mehrens) *The Mercury News* (May 30, 2017)

“Low-Wage Jobs Are California’s Achilles’ Heel” *Sacramento Bee* (May 16, 2015)

“The Supreme Court Doesn’t Care for Caregiving Workers” *Huffington Post* (July 1, 2014)

“Minimum Wage Debate Goes Local” *San Francisco Chronicle* (April 18, 2014)

“A New Dawn for Labor Day” *The Berkeley Blog* and *BeyondChron* (August 30, 2013)

“Will Immigration Reform Work for the U.S. Economy?” *Huffington Post* (June 27, 2013)

“Raising the Minimum Wage is a Step Toward Economic Freedom” *Daily Kos & Next New Deal* blog (February 20, 2013)

“What Kind of Walmart do We Want for Our Country?” *Huffington Post* (November 23, 2012)

“The Missing Living Wage Agenda” *The Next New Deal Blog*, *Salon* and *Truthout* (November 20, 2012)

“Occupy Supporters Should Reach Out to Local Economic Justice Campaigns” *Truthout* (December 15, 2011)

“McJobs an Empty Calorie Fix for Unemployment” *CNN Opinion* (April 27, 2011)

“America’s Low-Wage Jobs Problem is Getting Worse” *Alternet* (November 1, 2011)

“Wages Belong to the Workers” *Times Union* (November 24, 2010)

“Wage Policy From the Grassroots” *Huffington Post* (June 03, 2010)

“Catch the City’s Wage Thieves” *Daily News* (February 03, 2010)

“Working Without Laws” *The Nation* (September 04, 2009)

“Broken Laws, Unprotected Workers” *American Prospect* (September 21, 2009)

“Blind to the Plight of Domestic Workers” *Albany Times Union* (June 19, 2009)

“Expect More Workplace Abuses” *New York Times, Room for Debate* (March 18, 2009)

“Rebuilding a Good Jobs Economy” *The Nation* (March 12, 2009)

“Proposed Immigrant Bill Will Hurt, Not Help” *New York Newsday* (April 29, 2008)

“What We Owe The Working Poor” *The Nation* (July 09, 2007)

“Making Growth Work for All New Yorkers” *Gotham Gazette* (May 06, 2007)

“Wages on the Front Burner” *Huffington Post* (December 01, 2006)

“How Large Retail Can Be Neighborly” *Chicago Tribune* (July 24, 2006)

“Wal-Mart Epitomizes the Crisis of Work” *Albany Times Union* (November 18, 2005)

“Psst. The Minimum Wage Is Up.” *Daily News* (January 10, 2005)

“Employers Also Benefit from Higher Minimum Wage” *Times of Trenton* (December 18, 2004)

“Wal-Mart Makes Workers Pay” *Atlanta Journal-Constitution* (October 29, 2003)

“Unemployment Insurance Fails Many Workers” *New York Newsday* (January 13, 2003)

Honors and Awards

New York Jobs with Justice Workers’ Rights Award, 2005
Domestic Workers United Solidarity Award, 2004
Cornell University’s Center for the Study of Inequality Distinguished Book Award (*Divergent Paths*), 2003
Princeton University’s Richard A. Lester Prize for the Outstanding Book in Labor Economics and Industrial Relations

(Divergent Paths), 2002

Susan Colver Rosenberger Dissertation Prize, University of Chicago, 1995-96

NSF Doctoral Dissertation Grant, 1991

Robert E. Park Lectureship Award, University of Chicago, 1990

Nominated for Wayne C. Booth Teaching Prize, University of Chicago, 1990

Searle Fellowship at the University of Chicago, 1986-1990

Barnard College Alumni Association Award, 1986

Phi Beta Kappa, 1986