

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

2021 - present	Director, Technology and Work Program	Center for Labor Research and Education University of California, Berkeley
2017 - 2020	Director, Low-Wage Work Program	Center for Labor Research and Education University of California, Berkeley
2013 - present	Senior Researcher	Institute for Research on Labor and Employment, 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

Affiliate, Data & Society, 2024
Member, Workers' Rights Advisory Committee, Center for Democracy & Technology, 2023-present
Member, Policy Advisory Council, TechEquity Collaborative, 2023
Member, Committee on Contingent Work and Alternative Work Arrangements, National Academies, 2019-2020
Member, Advisory Council, Equitable Futures Lab, Institute for the Future, 2019
Member, Washington State Future of Work Taskforce, 2018-2020
Labor and Employment Research Association, Executive Board, 2016-2019

California Policy Lab, Affiliate Expert, 2017-present
UC Berkeley Retail Work & Family Life Study, Advisory Board, 2018-present
East Bay Alliance for a Sustainable Economy, Board Member, 2017-2021
Working Partnerships USA, Board Member, 2017-present
Russell Sage Journal, Editorial Board, 2013-2016
Surdna Foundation, Advisory Board, 2013-2016
US Department of Labor Technical Working Group on Worker Protection, 2016
Aspen Institute, Raise the Floor and Build Ladders Advisory Committee, 2013-2014
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
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, MIT Sloan School Taskforce on Reconstructing America's Labor Market Institutions, 1999-2000
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

"The Data-Driven Workplace and the Case for Worker Technology Rights." 2023. *ILR Review* 76(1):3-29.
<https://doi.org/10.1177/00197939221131558>. (With Lisa Kresge and Reem Suleiman).

"Independent Contracting, Self-Employment, and Gig Work: Evidence from California Tax Data." 2022. *ILR Review*.
<https://doi.org/10.1177/00197939221130322>. (With Chris Campos, Allen Prohofsky, Aparna Ramesh, and Jesse Rothstein).

"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).

Institutional publications

National Academies of Sciences, Engineering, and Medicine. 2020. *Measuring Alternative Work Arrangements for Research and Policy*. Washington, DC: The National Academies Press. <https://doi.org/10.17226/25822>. (Contributor and Member, Committee on Contingent Work and Alternative Work Arrangements)

Working Papers

[“Memorandum: Data Needs for Research on Domestic Outsourcing in the United States.”](#) 2017. W.E. Upjohn Institute (with Susan Houseman).

[“Domestic Outsourcing in the U.S.: A Research Agenda to Assess Trends and Effects on Job Quality.”](#) 2016. 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.”](#) 2014. UC Berkeley Institute for Research on Labor and Employment Working Paper No. 100-14.

Research and Policy Reports

[“What Workers and Unions Stand to Gain from Recent Executive Orders on Artificial Intelligence.”](#) 2024. UC Berkeley Labor Center (with Sara Hinkley).

[“Current Landscape of Tech and Work Policy: A Roundup of Key Concepts.”](#) 2024. UC Berkeley Labor Center (with Laura Pathak).

[“General Comments by the UC Berkeley Labor Center on the OSTP Bill of Rights for an Automated Society Initiative.”](#) 2022. UC Berkeley Labor Center and California Policy Lab (with Reem Suleiman and Lisa Kresge).

[“Independent Contracting in California: An Analysis of Trends and Characteristics Using Tax Data.”](#) 2022. UC Berkeley Labor Center and California Policy Lab (with Sarah Thomason, Chris Campos, Allen Prohofsky, Aparna Ramesh, and Jesse Rothstein).

[“Data and Algorithms at Work: The Case for Worker Technology Rights.”](#) 2021. UC Berkeley Center for Labor Research and Education, California (with Lisa Kresge and Reem Suleiman).

[“Recommendations for Federal Administrative Actions to Ensure Worker Rights and Promote Equity in the Use of New Workplace Technologies.”](#) 2021. (With multiple authors).

COVID-related research (UC Berkeley Center for Labor Research and Education):

- [“Estimated Characteristics and Employment of Essential Workers in California, from May 2020 to June 2021”](#) (2021)
- [“California’s Labor Market in the Time of COVID-19: 2021 Chartbook”](#) (2021)
- [“Physical Proximity to Others in California: Occupational Estimates and Demographic Characteristics”](#) (2020)
- [“Front-line Essential Jobs in California: A Profile of Job and Worker Characteristics”](#) (2020)
- [“Industries at Direct Risk of Job Loss from COVID-19 in California: A Profile of Front-Line Job and Worker Characteristics”](#) (2020)

- [“Time to Act for Workers: Critical State and Local Policies to Respond to the COVID-19 Pandemic”](#) (2020)

[“At the Wage Floor: Covering Homecare and Early Care and Education Workers in the New Generation of Minimum Wage Laws.”](#) 2018. UC Berkeley Center for Labor Research and Education, California (with multiple authors).

[“The Union Effect in California #2: Gains for Women, Workers of Color, and Immigrants.”](#) 2018. UC Berkeley Center for Labor Research and Education, California (with Sarah Thomason).

[“California’s Homecare Crisis: Raising Wages is Key to the Solution.”](#) 2017. UC Berkeley Center for Labor Research and Education, California (with Sarah Thomason).

[“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.

“Interim Report: Research on the Prevalence and Impact of Subcontracting in the U.S.” Manuscript. New York: National Employment Law Project. On file at the UC, Berkeley Institute for Research on Labor and Employment. (with Jessica Garrick).

[*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

“California Takes a First Step Towards Worker Data Rights.” 2023. *Berkeley Blog* (January 9).

“Making Sense of the New Government Data on Gig Work. 2018. *Medium* (June 10).

“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).

Select Invited Presentations

“The Role of Public Sector Workers in Ensuring the Responsible Adoption of AI by the State of California.” Testimony presented before the California State Senate hearing, “California at the Forefront: Steering AI Towards Ethical Horizons.” February 2024.

“Algorithmic Management in Traditional Workplaces.” 2023. EU Social Forum on AI and the World of Work, Brussels, Belgium. November 2023.

“Digital Technologies and the Future of Work.” UC Berkeley and NASA Conference on the Future of Skills in the AI Era, Silicon Valley, California. September 2023.

“Data and Algorithms in the Workplace: Challenges to Research and Public Policy.” Cornell University ILR School, Global Labor and Work Seminar. September 2023.

“Independent Contractors in California: An Analysis of Trends and Characteristics Using Tax Data.” Ewing Marion Kauffman Foundation Entrepreneurship Issue Forum. April 2022.

“AI, Algorithms, and Worker Rights.” California Employment Lawyers Association Conference, California. November 2021.

“Workers’ Technology Rights as 21st Century Labor Standards.” Constructing a New Social Compact conference, Kalmanovitz Initiative for Labor and the Working Poor, Georgetown University. April 2021.

“Towards a Workers’ Agenda for New Technology.” The ILO Centenary Conference on the Future of Global Workers Rights, Washington DC, November 2019.

“What is the Gig Economy: Understanding Independent Contracting and Gig Work in California.” Presented to the State of California Franchise Tax Board, Sacramento, October 2019.

“Beyond Automation: The Future of Technology, Work, and Workers.” Presented to the California Future of Work Commission, Sacramento, September 2019.

“The Gig Economy and Independent Contracting.” The 3rd IZA Labor Statistics Workshop: Contract Work, Kalamazoo, July 2019.

“Realizing a Just and Equitable Future of Workers.” Invited panelist, Ford Foundation Center for Social Justice, New York City, June 2019.

“An Inclusive Future for Immigrant Workers: Ensuring Good Jobs while Protecting Workers in a Changing Economy.” Presented at the annual conference of California Immigrant Policy Center, Los Angeles, December 2018.

“The Role of Public Policy in Shaping the Future of Work.” The Future of Work: 2018 Conference on Business, Technology, and Human Rights. Microsoft and the UC Berkeley Haas Center for Responsible Business. March 2018.

“The Future of Work: How Technology and Automation Impact Workers’ Rights and Job Quality.” Invited testimony before a joint hearing of the California Senate Labor and Industrial Relations Committee and the California Assembly Labor and Employment Committee, March 2018.

“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 Precipice: 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 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 Murphry 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.

Annual Conference Presentations

Frequent presentations at annual meetings of a wide range of associations, including: the Academy of Management, the American Educational Research Association, the American Sociological Association, the Association of American Geographers, the Eastern Sociological Society, the Economic Analysis & Research Network, the Industrial Relations Research Association/Labor and Employment Relations Association, the Industry Studies Association, the International Labor Process Conference, and the Society for the Advancement of Socio-Economics.

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. Regular op-ed contributor in a wide range of traditional and new media outlets.

Honors and Awards

Academic LERA Fellow, Labor and Employment Relations Association, 2021
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