

ELLEN DANNIN

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Pennsylvania State University
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ACADEMIC APPOINTMENTS

PENNSYLVANIA STATE UNIVERSITY - DICKINSON SCHOOL OF LAW, University Park, Pennsylvania
Professor of Law, 2006-Present
Courses taught: Labor Law, Employment Law, Civil Procedure

WAYNE STATE UNIVERSITY LAW SCHOOL, Detroit, Michigan
Professor of Law, 2002 - 2006
Courses taught: Labor Law, Employment Law, Civil Procedure, Labor Law Seminar

UNIVERSITY OF MICHIGAN LAW SCHOOL, Ann Arbor, Michigan
Visiting Professor of Law, Winter 2002
Courses taught: Labor Law, Seminar: Immigrants, Work and Justice

UNIVERSITY OF MASSACHUSETTS, AMHERST, M.S. Program in Union Leadership and Administration
Visiting Professor, 1999-2002
Course taught: Labor Law

CALIFORNIA WESTERN SCHOOL OF LAW, San Diego, California
Professor of Law, 1995-2002
Associate Professor of Law, 1991-1995
Courses taught: Labor Law, Employment Law, Civil Procedure, Labor Seminars, Employment
Discrimination and Benefits, Public Sector Labor Law, Evidence

VICTORIA UNIVERSITY, WELLINGTON, LAW DEPARTMENT, Wellington, New Zealand
Scholar in Residence, 1997
Scholar in Residence, 1994

VICTORIA UNIVERSITY, WELLINGTON, CENTRE FOR INDUSTRIAL RELATIONS, Wellington, New Zealand
Scholar in Residence, 1992

WAIKATO UNIVERSITY, FACULTY OF MANAGEMENT, Hamilton, New Zealand
Scholar in Residence, 1996

OTAGO UNIVERSITY, FACULTY OF MANAGEMENT, Dunedin, New Zealand
Scholar in Residence, 1996

MASSEY UNIVERSITY, DEPARTMENT OF COMMERCE, Palmerston North, New Zealand
Visiting Lecturer on Labor Law, 1990

PROFESSIONAL APPOINTMENTS & EDITORIAL BOARDS

Pennsylvania State University, Council on Engagement, April 2007- Present

Pennsylvania State University, Rock Ethics Institute, Advisory Board, 2008-Present

Labor and Employment Relations Research Association (LERA)

Executive Board, 2008-Present

Selection Committee, Excellence in Teaching Awards, 2000-2002

LERA Labor and Employment Law Section

Editor, *LABOR AND THE LAW*, 1997- present (monthly on-line newsletter)

Board, 1999- to present

Chair, 1997

Vice-Chair, 1996

CCH *INSIGHT* Labor Panel of Experts, 2004-Present

American Bar Association, The Developing Labor Law, Contributing Editor, 1991- present

WORKING USA, Symposium Guest Editor, Organizing Contingent Academics (Spring 2003)

Doug Fraser Center for Workplace Issues, Advisory Committee, Wayne State University, 2002-2006

Employee Rights Center, San Diego, California, Board of Advisors, 2002-2003

Law and Society Association, Co-Chair, Collaborative Research Network 8 on Labor Rights, 2003-2008

LABOR LAW JOURNAL, Board of Advisors, 2002-Present

NEW ZEALAND JOURNAL OF INDUSTRIAL RELATIONS, Guest Editor, Volume22, Number1, April 1998

External Editorial Reviewer

CORNELL UNIVERSITY PRESS, BERKELEY JOURNAL OF INDUSTRIAL RELATIONS, JOURNAL OF LABOR STUDIES, LAW & SOCIETY REVIEW, INDUSTRIAL AND LABOR RELATIONS REVIEW, WORKING USA, JOURNAL OF SOCIO-ECONOMICS

CONSULTANCIES, TESTIMONY, AND AMICUS BRIEFS

Presentation to the Maryland Joint Legislative and Executive Commission on Oversight of Public-Private Partnerships, October 12, 2011

Why the Amendments to the NLRB's Proposed Election Regulations Should Be Approved, Public Commentary, 29 CFR Parts 101, 102 and 103, Representation - Case Procedures; Proposed Rule RIN 3142-AA08 August 19, 2011 <http://web.epi-data.org/temp727/Dannin%20NLRB%20REGS%20COMMENTS.pdf>

Comments on *Proposed Office of Federal Procurement Policy (OFPP) Policy on Inherently Governmental Work*, May 24, 2010

Comments on Proposed Rulemaking: Department of Transportation, Federal Transit Administration [Docket Number: FTA-2009-0036] *Additional Proposed Guidance for New Starts/Small Starts Policies and Procedures and Request for Comments for 2009*, August 14, 2009

Invited Testimony, Pennsylvania House Transportation Committee Public Hearings on the Governor's Proposed Concession and Lease of the Pennsylvania Turnpike, June 27, 2008 (with Phineas Baxandall)

United States Government Accountability Office, Washington, DC
Workplace Quality Issues Panel, 2003-Present

Amicus Brief, *New York New York Hotel, LLC, d/b/a New York New York Hotel and Casino v. Local Joint Executive Board of Las Vegas, Culinary Workers Union, Local 226, and Bartenders Union, Local 165, Affiliated With UNITE*

HERE, NLRB Case No.28-CA-14519, October 2, 2007

Consultant and Expert Witness, *Matanuska Electric Association, Inc. v. International Brotherhood of Electrical Workers, Local 1547*, Case No.A99-032 CV (D. Alaska), 2002-2004

Williams v. Lomas Santa Fe Group, Theodore Gildred and Gildred Family Trust, 1999

Invited Testimony on SB 648, Bill on Subcontracting Government Services, Introduced by Senator John Burton, April 10,1997

Co-Petitioner for NLRB Rulemaking on Weingarten-like Rights in the Non-Union Workplace, Nov. 26, 1996 (with Professors Charles Morris, Clyde Summers, and Joseph Grodin)

New Zealand Department of Labour, Consultant on the Nature of Fair Bargaining, 1997

United States Department of Labor, Bureau of Labor-Management Cooperation
Member, "Laws Project," on the Impact of Labor-Management Cooperation Legislation, 1987

Background Briefing on academic freedom implications and impact on congressional processes of *Beverly Enterprises v. Kate Bronfenbrenner* for Representative Lane Evans, U.S. House of Representatives, March 31, 1998, with Professor Jack Getman

GRANTS

Barber Fund, Grant to conduct bargaining simulations to study the impact of labor law impasse methods on collective bargaining, 2003

Fund for Labor Relations Studies, Grant to study how attorneys, union representatives and others have adjusted to the regime of New Zealand's Employment Contracts Act, 1996

Fund for Labor Relations Studies, Grant to study the effects of the Employment Contracts Act on New Zealand unions, 1992

LEGAL EXPERIENCE

Attorney, National Labor Relations Board, Seventh Region, Detroit, Michigan, left with the rank of GS-14 Trial Specialist, 1980 -1991

Detailed to U.S. Department of Labor 1987

On leave in New Zealand 1989-1990

Judicial Law Clerk to the Hon. Cornelia G. Kennedy, 1978 -1980

1979-1980: Sixth Circuit Court of Appeals

1978-1979: Eastern District of Michigan

EDUCATION

UNIVERSITY OF MICHIGAN, SCHOOL OF LAW, J.D. with Honors, 1978

Administrative Editor, *UNIVERSITY OF MICHIGAN JOURNAL OF LAW REFORM*

Editor, *Women Law Students Newsletter*, 1975-1978

Women's Studies Department, Teaching Fellow, 1977-1978

Developed, taught, and co-coordinated Women and the Law

UNIVERSITY OF MICHIGAN SCHOOL OF LITERATURE, SCIENCE AND THE ARTS

B.A. with High Honors and High Distinction, 1975

History Department Best Thesis Award

PUBLICATIONS

Books

TAKING BACK THE WORKERS' LAW – HOW TO FIGHT THE ASSAULT ON LABOR RIGHTS (2006) Cornell University Press

WORKING FREE: THE ORIGINS AND IMPACT OF NEW ZEALAND'S EMPLOYMENT CONTRACTS ACT (1997) Auckland University Press

Articles, Book Chapters, Issue Briefs

Privatizing Government Services: What Are the Responsibilities of a Democratic Government to Those it Governs? University of Toledo Law Review Symposium: Public Sector Labor Law at the Crossroads, 2012

Cash-Strapped Governments, Privatization, and the Great Recession, in THE GREAT RECESSION AND ITS IMPACT ON PUBLIC SECTOR EMPLOYMENT ____ (LERA Research Volume 2012)

Infrastructure Privatization, in THE OXFORD HANDBOOK OF STATE AND LOCAL GOVERNMENT FINANCE (Robert D. Ebel & John E. Petersen, eds 2011), with Lee Cokorinos

Privatizing Government Services: What Are the Responsibilities of a Democratic Government to Those it Governs? University of Toledo Law Review Symposium on Public Sector Labor Law at the Crossroads, ____ U. Tol. L. Rev. ____ (2011)

Democracy's Work - Work in a Democratic Society, American Constitution Society Issue Brief, April 25, 2011

Marriage and Law Reform: Lessons from the Nineteenth Century Michigan Married Women's Property Acts, 20 TEX. J. WOMEN & L. 1 (2011)

No Rights Without a Remedy: The Long Struggle for Effective National Labor Relations Act Remedies, American Constitution Society Issue Brief, June 7, 2011
https://www.acslaw.org/sites/default/files/Dannin_No_Rights_Without_Remedies_0.pdf

Crumbling Infrastructure - Crumbling Democracy: Infrastructure Privatization Contracts and Their Effects on State and Local Governance, 6 NW J. L. & SOC. POL'Y 47 (2011)

Hoffman Plastics as Labor Law – Equality at Last for Immigrant Workers?, (Symposium on *The Evolving Definition of the Immigrant Worker: The Intersection Between Employment, Labor, and Human Rights Law*), 44 U. S.F. L. REV. 393 (2009)

The Future of U.S. Labor Law and the Long Struggle for Labor Rights, 21 EMP. RESP. & RTS J. 139 (2009) (Symposium on *The Future of U.S. Labor Law*)

Understanding How Employees' Rights to Organize under the NLRA Have Been Limited: The Case of Brown University, American Constitution Society Issue Brief <http://www.acslaw.org/node/6935> (2008)

Counting What Matters: Privatization, People with Disabilities, and the Cost of Low-Waged Work (Symposium on *The Low Wage Worker: Legal Rights - Legal Realities*), 92 MINN. L. REV. 1348 (2008)

Law Reform, Collective Bargaining, and the Balance of Power, 11 WORKINGUSA 219 (2008), with Michelle Dean & Gangaram Singh

Work, Workers, Faith and Values: Judaism, Community and Work, PERSPECTIVES ONLINE COMPANION (Spring 2008)

Flint, in TELLING STORIES OUT OF COURT: NARRATIVES ABOUT TITLE VII OF THE CIVIL RIGHTS ACT (Ruth O'Brien &

Rise Lieberwitz eds. 2008) (Cornell University Press)

Not a Limited, Confined, or Private Matter – Who is an Employee Under the National Labor Relations Act, 59 LAB. L.J. 5 (2008)

More than Just a Cool T-Shirt – What We Don't Know about Collective Bargaining but Should in Order to Make Organizing Effective, 25 Hofstra Lab. & Empl. L.J. 93 (2007), with Gangaram Singh

Why At-Will Employment Is Bad for Employers and Just Cause Is Good for Them, 58 LAB.L.J. 5 (2007)

Law and Collective Bargaining Power: An Experiment to Test Labor Law Reform Proposals, in JUSTICE ON THE JOB: PERSPECTIVES ON THE EROSION OF COLLECTIVE BARGAINING IN THE UNITED STATES 191 (Richard N. Block et alia, eds. 2006), with Gangaram Singh

Red Tape or Accountability: Privatization, Public-ization, and Public Values, 15 Cornell J. L. & Pub. Pol'y 1111 (2006)

NLRA Values, Labor Values, American Values, 26 Berkeley J. Empl. & Lab. L. 223 (2005)

At Age 70, Should the National Labor Relations Act Be Retired? 9 Empl. Rts & Employ. Pol'y J. 121 (2005)

Jonah: A Devar Torah, in YOM KIPPUR READINGS: INSPIRATION, INFORMATION CONTEMPLATION (Dov Peretz Elkins, ed. 2005)

A Union Movement of the New Century, 8 WORKINGUSA 489 (2005)

Creating a Law Reform Laboratory: Empirical Research and Labor Law Reform, 50 Wayne L. Rev. 1 (2005) with Gangaram Singh

Finding the Workers Law, 8 Green Bag 19 (2004)

Privatizing Information and Information Technology - Whose Life Is it Anyway? 22 J. Marshall J. Computer & Info. L. 375 (2004)

From Dictator Game to Ultimatum Game . . . and Back Again: Judicial Amendment Posing as Legal Interpretation, 6 U. Penn. J. Lab. & Empl. L. 241 (2004)

Teaching Labor Law Using Socio-Economic Methodology, 41 San Diego. L. Rev. 93 (2004)

Symposium Introduction: Organizing Contingent Academics – The Legal and Practical Barriers, 6 WORKINGUSA 5 (Spring 2003)

The Shadow of the Law: Impasse Laws at Odds with the NLRA, 53 Lab. L.J.179 (2002), with Gangaram Singh

First, Assume a Can Opener: A Response to Leo Troy, 6 WORKING USA 135 (Spring 2002)

Hail, Market, Full of Grace: Buying and Selling Labor Law Reform, 2001 L.REV. MICH. ST. U. - DET. COLL. L. 1090

To Market, To Market: Privatizing and Subcontracting Public Work, 60 U. Md. L. Rev. 249 (2001)

Good Faith Bargaining, Direct Dealing and Information Requests: The US Experience, 26 N.Z. J. Ind. Rel. 45 (2001)

To Market, To Market: Caveat Emptor in TO MARKET, TO MARKET: REINVENTING INDIANAPOLIS (Sheila S. Kennedy & Ingrid Ritchie, eds. 2001)

Impasse and Implementation – How to Subvert the National Labor Relations Act, WORKING USA 73 (Fall 2000), with Terry Wagar

Lawless Law: The Subversion of the National Labor Relations Act, 34 Loyola L.A. L. Rev. 197 (2000), with Terry Wagar

How True is What Everyone Knows? Board Avoidance, First Contract and the Organizing Versus Servicing Model, 51 LAB. L.J. 3 (2000), with Terry Wagar

The TEAM Act: Using Comparative Experience to Assess Labor-Management Cooperation, 50 LAB. L. J. 245 (1999)

Towards Promoting Diversity in Legal Education: A Model Program for At-Risk High School Students, 49 J. LEGAL EDUC. 292 (1999)

Stopping SLAPP Suits: A Proposal, in Collective Bargaining and Accountability in Higher Education: A Report Card (Proceedings of the 27th Annual Conference of the National Center of the Study of Collective Bargaining in Higher Education and the Professions) Caesar J. Naples, ed.1999), with Julius Getman

Tom or Jerry? A Review of Jack Hodder & Jane Forster, The Employment Contracts Act: The Judicial Influence 1991-1997, 33 N.Z. ECON. PAPERS 149 (June 1999)

Contracting Mediation: The Impact of Different Statutory Regimes, 17 HOFSTRA LAB. & EMPL. L.J. 65 (1999)

Using the NLRB as a Resource, 24 LAB. STUD. J. 38 (1999)

Creating Labor-Law School Connections, 48 J. LEG. EDUC. 187 (1998) with Peter Zschiesche and William Kramer

Symposium Introduction: Contemporary Issues in Industrial Relations: Some American Answers – Introduction, 23 N.Z. J. IND. REL. 1 (1998)

Contracting US Labor Law: Insights Into Proposed Reforms From Comparative Law, 10 INT'L REV. COMP. PUB. POL'Y 119 (1998)

Cooperation, Conflict or Coercion? Using Empirical Evidence to Assess Labor Management Cooperation, 19 U. MICH. J. INT'L L. 873 (1998)

Labor and Employment Law Developments in Privatization – 1997, 49 LAB. L.J. 834 (1998)

Legislative Intent and Impasse Resolution Under the National Labor Relations Act: Does Law Matter? 15 HOFSTRA LAB. & EMPL. L.J. 11 (1997)

Collective Bargaining Theory Collides with Employers' Right to Implement Final Offers, 48 LAB. L.J. 587 (1997), with Clive Gilson & Terry Wagar

Symposium on New Zealand's Employment Contracts Act 1991 -- Introduction: Confronting the Employment Contracts Act, 28 CAL. W. INT'L L.J. 1 (1997)

Consummating Market-Based Labor Law Reform in New Zealand: Context and Reconfiguration, 14 B.U. INT'L L.J. 267 (1996)

Getting to Impasse: Negotiations Under the National Labor Relations Act and the Employment Contracts Act, 11 AM. U. J. INT'L. L. & POL'Y 917 (1996), with Clive Gilson.

Monday Morning Quarterbacks and Salts: How Not to Argue a Supreme Court Case, 47 LAB. L.J. 199 (1996)

Bargaining Under New Zealand's Employment Contracts Act: The Problem of Coercion, 17 COMP. LAB. L. J. 455 (1996)

Brother, Can You Spare a No-Wage Job? Labour Law Reform in New Zealand in LABOUR GAINS, LABOUR PAINS -- SOCIALIST STUDIES / ETUDES SOCIALISTES, VOLUME 10 405 (Cy Gonick, et alia, eds. 1995)

As Organized Labor's Power Wanes, Court Will Decide Whether "Salts" Are Entitled to NLRA Protection, WEST'S ONLINE LEG. NEWS (Nov. 1, 1995) <http://www.westlaw.com>

Solidarity Forever? Unions and Bargaining Representation Under New Zealand's Employment Contracts Act, 18 LOY. INT'L & COMP. L.J. 1 (1995)

We Can't Overcome: A Case Study of Freedom of Contract and Labor Law Reform, 16 BERKELEY J. EMPL. & LAB. L. 1 (1995)

Labor Law Reform: Is There a Baby in the Bathwater?, 44 LAB. L. J. 626 (1993)

Reaching the Unreachable: A Law School Outreach Program for "At-Risk" Junior High Students, 42 J. LEGAL EDUC. 599 (1992)

Labor Law Reform in New Zealand, 13 N.Y.L. SCH. J. INT. & COMP. L. 1 (1992)

Three Years Out: The Labour Court's Treatment of Dispute Resolution Procedures, 21 VIC. U. WELL. L. REV. 259 (1991)

Celebrating the Centenary: Proposals for New Directions in Labour Law Research, in CURRENT RESEARCH IN INDUSTRIAL RELATIONS, PROCEEDINGS OF THE FIFTH CONFERENCE OF THE ASSOCIATION OF INDUSTRIAL RELATIONS ACADEMICS OF AUSTRALIA AND NEW ZEALAND 325 (1990)

The Impact of Labour-Management Cooperation on New Zealand Unions, 20 VIC. U. WELL. L. REV. 293 (1990)

Examining Employer Association Proposals for Labour Law Reform: An American Perspective, 15 N.Z.J. IND. REL. 161 (1990)

A Look at New Zealand Labour Law in the Light of American Experience, Waikato University Centre for Labour and Trade Union Studies Occasional Paper (Nov. 1990)

Statutory Subjects and the Duty to Bargain, 39 LAB. L. J. 44 (1988)

Collective Bargaining, Impasse and the Implementation of Final Offers: Have We Created a Right Unaccompanied by Fulfillment, 19 U. TOL. L. REV. 41 (1987)

Labor-Management Cooperation and the Duty of Fair Representation, in U.S. LABOR LAW AND THE FUTURE OF LABOR-MANAGEMENT COOPERATION, SECOND INTERIM REPORT (Oct. 1987)

When More Than Dues Are Due: Remedies for Section 8(a)(2) Violations, 35 LAB. L. J. 574 (1984)

Union Mergers and Affiliations: Discontinuing the Continuity of Representation Test, 32 LAB. L. J. 170 (1981)

Note, Proposal for a Model Name Act, 10 U. MICH. J. L. REF. 154 (1976)

Work In Progress

Using a Simulation to Test Court-Developed Theories on Resolving Impasses, with Terry Wagar

Thinking About Privatization? Who Does the Work and Why It Matters (Book)

Labor Law for the Twenty-First Century – Cases and Materials (casebook)

LECTURES AND PAPERS

2012

Privatization and the Great Recession, Labor and Employment Relations Association, January 8, 2012, Chicago, IL

Judging Work: What Law Sees, or Does Not See, Labor and Employment Relations Association, January 6, 2012, Chicago, IL

2011

October 28, No Harm? No Foul? Boeing and the National Labor Relations Act, Department of Philosophy, College of Charleston, Charleston SC

October 21, Privatizing Government Services: What Are the Responsibilities of a Democratic Government to Those it Governs? University of Toledo Law Review Symposium: Public Sector Labor Law at the Crossroads.

May 19, 2011 Wooster, Ohio League of Women Voters
Noon Lecture on Privatization
Evening Community Forum on Privatization

April 28 - Briefing, Privatization, Rutgers School of Management and Labor

January 21, 2011 Speaker, Center for Democratic Deliberation Flash Forum: Civic Discourse, Civic Violence (reflections on the shootings in Arizona)

January 9, *Crumbling Infrastructure - Crumbling Democracy: Infrastructure Privatization Contracts and Their Effects on State and Local Governance*, Panel: Infrastructure Labor and Employment Relations Association, Denver, Colorado

January 9, *No Rights Without a Remedy - Securing Effective National Labor Relation Act Remedies* (comments on the GC's remedial initiatives), Panel: *Revitalizing the NLRB to Promote Workplace Democracy and Productive Labor Relations*, Labor and Employment Relations Association, Denver, Colorado

January 7, Update on the NLRB, *Labor and Employment Law Update - What's New? What's in the Pipeline? What Matters?*, Labor and Employment Relations Association, Denver, Colorado

2010

Briefing on Privatization, Rutgers 6th Labor and Management Conference, December 10

Thinking About Privatization (Briefing for state legislators), Charleston, W. Virginia, November 15

Privatization - Accountability and Cost-Benefit Analyses, Center for Budget and Policy Priorities, Washington, DC, November 9

Infrastructure Privatization, West Virginia College of Law, Morgantown, W. Virginia, October 6

Address: *Reviving the National Labor Relations Act - Strategy and an Invitation*, Laborers International Union - Midwest Regional Conference, Missouri June 21

Chair, *The Representation Crisis: Labour Law and Policy*, 47th Annual CIRA Conference / International CRIMT Conference, Université Laval, Quebec, Canada, June 17

Using a Simulation to Test Court-Developed Theories on Resolving Bargaining Impasses, 47th Annual CIRA Conference / International CRIMT Conference, Université Laval, Québec City, Québec, Canada, June 16

Not a Limited, Confined, or Private Matter - Who Is an "Employee" under the National Labor Relations Act, Working Class Studies Association Conference, SUNY? Stony Brook, NY, June 2

Identifying Costs that Matter in Federal Privatization Cost-Benefit Analyses, Labor and Employment Relations

Association Annual Meeting, Atlanta, Georgia, January 3.

2009

Identifying the Costs of Privatization, Tennessee Employment Relations Research Association, October 22

The Impact Of The Married Women's Property Act On Nineteenth Century Conveyancing – Evidence From Deeds, The Seventeenth Annual Update for Feminist Law Professors, November 21

Law Reform, Collective Bargaining, and the Balance of Power, Fourth Annual Colloquium on Current Scholarship in Labor and Employment Law, Newark, New Jersey, September 25

Key Provisions in Infrastructure Privatization Contracts and their Significance, National Policy Forum: New Frontiers in Labor and Employment Policy: Ensuring Good Jobs, Fair Treatment, and High Performance in a Turbulent Economy, Cafritz Conference Center, George Washington University Campus, Washington, D.C., June 11-12

Looking for Labor Rights in All the Wrong Places or Learning History's Lessons, 2009 Working Class Studies Association Conference, University of Pittsburgh, Pennsylvania, June 3-6

Labor Rights – But Only If We Can Keep Them, United Association of Labor Education Conference, Silver Spring, Maryland, April 17

Contracting Out -- Are We Identifying the Costs in Cost-Benefit Analyses? Detroit Labor and Employment Relations Association, Detroit, Michigan March 12

Putting Hoffman Plastics in its Place – Judging Against Labor, Conference on the Evolving Definition of the Immigrant Worker: The Intersection Among Employment, Labor, and Human Rights Law, University of San Francisco School of Law, February 27

Strategies for Enforcing Labor Rights, Labor and Employment Relations Association Annual Meeting, San Francisco, California, January 3

The Effect of Union and Non-Union Contexts on the Quality of Mediation and Arbitration – New Zealand's Experience Labor and Employment Relations Association Annual Meeting, San Francisco, January 3.

2008

Employee Identity / Employee Power – Congressional Intent and Judicial Amendment, Law and Society Association Annual Meeting, Montreal, Canada, June 2

The High Cost of Low-Waged Jobs – A Tale of Privatization, People with Disabilities, and Low-Waged Work, Law and Society Association Annual Meeting, Montreal, Canada, May 30

"We, as a people, will get to the Promised Land" – Poverty, Inequality, and Worker Justice, Preserving Martin Luther King's Legacy Series, Talks on the 40th Anniversary of Rev. Martin Luther King's Death, Pennsylvania State University – Dickinson School of Law, April 4

Teaching Labor Law Through a Socio-Economic Lens: Today's Poor and Disempowered versus Your Grandfather's Labor Movement, Society of American Law Teachers Teaching Conference, Berkeley, California, March 14

Work, Workers, Faith, and Values, Panel Organizer and Chair, Labor and Employment Relations Association Annual Meeting, New Orleans, Louisiana, January 4

2007

The High Cost of Low-Waged Jobs – A Tale of Privatization, People with Disabilities, and Low-Waged Work, University of Minnesota Conference on The Low Wage Worker: Legal Rights – Legal Realities, Minneapolis, Minnesota, November 2

More than Just a Cool T-Shirt – What We Don't Know about Collective Bargaining but Should in Order to Make Organizing Effective, Colloquium on Current Scholarship in Labor and Employment Law, Colorado University Law School and University of Denver Law School, September 29

Reviving the National Labor Relations Act, Plenary Address to the Annual Convention of the International Union of Operating Engineers, New Orleans, Louisiana, September 25

Why At-Will Is Bad for Employers and Why Just Cause Is Good for Them, Labor and Employment Relations Association Annual Meeting, Chicago, Illinois, January 6

2006

Strategies for Challenging the Erosion of the National Labor Relations Act, at Conference on What Every U.S. Lawyer Needs to Know About International Labor Law, Austin, Texas, October 19

Re-Constructing Our Values, American Federation of Teachers Conference, Washington, DC, September 21

NLRA Values, Labor Values, American Values, Annual Meeting of the Law and Society Association, Baltimore, Maryland, July 9

Constructing a Litigation Strategy to Take Back the Workers' Law, Annual Meeting of the Law and Society Association, Baltimore, Maryland, July 8

NLRA Values, Labor Values, American Values, How Class Works Conference, SUNY-Stony Brook, New York, June 9

Taking Back the Workers' Law – How to Fight the Assault on Labor Rights, Walter P. Reuther Library of Labor and Urban Affairs, Detroit, Michigan, May 16

Privatization and Accountability, National FOI Coalition, Indianapolis, Indiana, April 22

Reviving the National Labor Relations Act - Strategy and an Invitation, Cornell University, Ithaca, New York, March 15

Privatization, Accountability, Citizen Access, and Democracy, Cornell University, Ithaca, New York, March 15

Reviving the National Labor Relations Act - Strategy and an Invitation, Wisconsin Labor and Employment Relations Association, Milwaukee, Wisconsin, March 10

Privatization of Information and Information Technology, Milwaukee Labor Council, Milwaukee, Wisconsin, March 9

Taking Back the Workers' Law, University of Michigan School of Law, February 16

Collective Bargaining: Theory, Data and a Plan for Future Research, Labor and Employment Relations Association Annual Meeting, Boston, Massachusetts, January 6

2005

U.S. Employment Contract Law and Its Relevance to Drafting a Chinese Labor Contract Law, Center for China Employment and Labor Relations, University of Michigan Institute for Labor and Industrial Relations, and the National Committee on U.S.- China Relations, Ann Arbor, Michigan, July 13

Value-Based Labor Law: Value-Based Labor Activism, Annual Meeting of the Law and Society Association, Las Vegas, Nevada, June 4

New Data From Bargaining Simulations, Annual Meeting of the Law and Society Association, Las Vegas, Nevada, June 2

Data from Bargaining Simulations on the Impact of Striker Replacement and the Right of Employers to Implement their

Final Offers on Bargaining Power and Negotiation Strategies, Center for Legal Studies Barber Grantee Series, Wayne State University, Detroit, Michigan, March 24

Briefing for the California State Assembly on Outsourcing Public Services, State Capitol Building, Sponsored by the University of California at Berkeley, Center for Labor Research and Education, Sacramento, California, March 15

Forum on Outsourcing of Public Services in California, University of California at Berkeley, Center for Labor Research and Education, Sacramento, California, March 15

Taking Back the Workers' Law: A Strategy for Labor Law Reform, Industrial Relations Research Association Annual Meeting, Philadelphia, Pennsylvania, January 9

NLRA Values, Labor Values, American Values, Association of American Law Schools Annual Meeting, San Francisco, California, January 7

2004

WorkLaw: Rethinking Workplace Rights, Annual Meeting of the Law and Society Association, Chicago, Illinois, May 28

Privatization, Accountability, and Public Welfare, Annual Meeting of the Law and Society Association, Chicago, Illinois, May 27

Chair, Panel: *Making Our Work Relevant to the Real World*, Annual Meeting of the Law and Society Association, Chicago, Illinois, May 27

Work and Jewish Ethics, Congregation Beth Israel, Ann Arbor, Michigan, May 25

The Force of Law on Bargaining Strategies: Impasse, Arbitration, and Market Forces, New York University Law School, New York, New York, March 9

To Market, To Market: Legislating on Privatization and Subcontracting, Labor Studies Breakfast Forum, Wayne State University, Detroit, Michigan, March 2

Privatization and Accountability, Washtenaw County Labor and Employment Section, Michigan State Bar, Ann Arbor, Michigan, January 9

2003

Privatization and Accountability, Labor and Working Class History Association, Annual Meeting, Detroit, Michigan, October 17

The Judicial Hi-Jacking of Collective Bargaining: Theory, Data and a Plan for Future Research, Annual Meeting of the Law and Society Association, Pittsburgh, Pennsylvania, June 6

New Issues in Privatization – Information Technology and Accountability, Annual Meeting of the Law and Society Association, Pittsburgh, Pennsylvania, June 6

2003

Privatizing Information and Information Technology – Whose Life is it Anyway? Economic Policy Institute Conference on Privatization Research Economic Policy Institute Conference, Washington, D.C., April 4

Empirical Evidence on the Impact of Law on Negotiators' Bargaining Strategy, Industrial Relations Research Association, 55th Annual Meeting, Washington, DC, January 5

Teaching Labor Law Using Socio-Economic Methodology, American Association of Law Schools Section on Law and Socio-Economics, Washington, DC, January 3

Chair, *On the State of Labor and Employment Law Education*, American Association of Law Schools Section on Labor and Employment Law, Washington, DC, January 2

2002

Privatization Issues No One is Talking about . . . Yet: Information, Accountability, and Lawyers, Mid-Michigan Industrial Relations Research Association Meeting, November 12

Law's Effect on Shaping Collective Bargaining Behavior: Extrapolations from Simulations, AFL-CIO/Michigan State University Worker Rights Conference, E. Lansing, Michigan, October 11

The Shadow of the Law – Impasse and Collective Bargaining Strategies, Annual Meeting of the Law and Society Association, Vancouver, British Columbia, Canada, with Gangaram Singh, May 30

Impasse and Implementation: Directions for New Research, Legal Theory Workshop, University of Michigan School of Law, Ann Arbor, Michigan, March 22

To Market, To Market: Legislating on Privatization and Subcontracting, Doug Fraser Center for Workplace Issues, Wayne State University, Detroit, Michigan, March 20

Hail, Market, Full of Grace: Transnational Migration of Labor Law Reform, University of Michigan International Law Workshop, February 4

2002

Transforming the Two-tier Academic Workplace: The Practical and Legal Challenges, Industrial Relations Research Association, Atlanta, Georgia, January 5

Privatization and Deregulation, Socio-Economics in Law Teaching – Deregulation, American Association of Law Schools, New Orleans, Louisiana, January 3

2001

Excerpts from “Government Work” – The Trials of an NLRB Attorney, Law and Society Association Meeting, Budapest, Hungary, July 6

A Right Unaccompanied by Fulfillment: Collective Bargaining, Impasse and Employer Implementation of Final Offers, Industrial Relations Research Association, New Orleans, Louisiana, with Terry Wagar and Gangaram Singh, January 6

Lawyer in Industrial Relations Wonderland: The Joys, Frustrations, and Pitfalls of Interdisciplinary Research, Industrial Relations Research Association, New Orleans, Louisiana, January 5

2000

Rock Hits Scissors: When Collective Bargaining Law Violates Workers Rights, Human Rights in the American Workplace: A Reassessment of U.S. Labor Law and Policy, Sponsored by the Institute for Workplace Studies of Cornell University's School of Industrial and Labor Relations, Rye, New York, October 21

Bulletproofing the Workplace – Or Getting Shot in the Foot, North County Bar Association of San Diego County, June 22

2001

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2000

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How True is What Everyone Knows? Board Avoidance, First Contract and the Organizing Versus Servicing Model, Annual Meeting of the Southwest Labor Studies Association, Long Beach, California, with Terry Wagar, May 6

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1999

Holy Market, Full of Grace: New Zealand Employer Organizations Lobby for Labor Reform, Law and Society Association, Chicago, Illinois, May 28

Collective Begging? Current Data on the Employer's Right to Implement its Final Offer Upon Impasse, Law and Society Association, Chicago, Illinois, May 28

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Hail Market, Full of Grace: New Zealand Employer Organizations Lobby for Labor Reform, Social Science History Association, Chicago, Illinois, November 19

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Contracting Mediation: Exploring Different Statutory Regimes, California Western School of Law, San Diego, California, May 10

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Developments in Privatization - 1997 Industrial Relations Research Association, Chicago, Illinois, January 4

1997

Chair - *At the Table - Has Law Made a Difference?* Industrial Relations Research Association, Chicago, Illinois, January 4

Arbitration Law Update Industrial Relations Research Association, Chicago, Illinois, with Lisa Bingham, January 4

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Why Do Comparative Labor Law Research? California Western School of Law, San Diego, California, July 2

Cooperation or Coercion and U.S. Labor Law Reform: Insights from Comparative Law, Law and Society Association Annual Meeting, St. Louis, Missouri, May 31

Chair and Presenter, *Creating Academic-Labor Connections*, Pacific Sociologists Association, San Diego, California, Apr. 18

Legislative Intent and Impasse Resolution Under the National Labor Relations Act: Does Law Matter, Industrial Relations Research Association, New Orleans, Louisiana, Jan. 5

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Legal Strategies Available Under the Employment Contracts Act forum sponsored by Wellington Area Unions, June 19

Does the Employment Contracts Act Permit Employers to Terminate and Replace Employees at Will: Law and its Social Impact, Department of Law, Victoria University of Wellington, New Zealand, June 12

Does the Employment Contracts Act Permit Employers to Terminate and Replace Employees at Will: Law and its Social Impact, Department of Strategic Leadership, Waikato University, New Zealand, June 5

1995

Getting to Impasse: A Comparison of Impasse and Unilateral Implementation Under the NLRA and ECA, Tenth World Congress, International Industrial Relations Association, Washington, D.C., with Clive Gilson, June 1

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1993

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1992

The Case for Problems and Simulations, Victoria University of Wellington Department of Law, May 28

Employer Association Proposals for Labour Law Reform: An American Experience, Waikato University Centre for Labour and Trade Union Studies, June 25

1991

Examining Employer Association Proposals for Labour Law Reform, Waikato Council of Trade Unions, June 25

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Celebrating the Centenary: Proposals for New Directions in Labour Law Research, Melbourne Conference, Association of Industrial Relations Academics of Australia and New Zealand, July 6

An Overview of American Labour Law, Diploma of Industrial Relations Class, Victoria University of Wellington, Industrial Relations Centre, June 2

An Introduction to Wage Determination and Grievance Procedures in New Zealand, Massey University School of Business, May 2

The Impact of Labour-Management Cooperation on New Zealand Unions, University of Canterbury Business School, MBA Seminar on United States Labour Law University of Canterbury Business School, April 27

1987

Bargaining Impasses, Detroit NLRB Labor Relations Briefing on Current Events in the Law, June 2

Short Publications, Book Reviews, Opinion Pieces, Media

Interviewee, *City for Sale: the Politics of Privatizing Infrastructure*, PBS Need to Know, September 16, 2011
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Sophie, In Stillness, In Peace, In Quiet, METROTIMES, Aug.7, 1991, at 10

The Death of Emil Grunzweig, 11 HUMANISTIC JUDAISM 49 (1983)

SERVICE TO THE SCHOOL

Preserving King's Legacy Speaker Series - Lectures in recognition of the 40th Anniversary of the Assassination of Reverend Martin Luther King, Jr., 2007-2008

Graduate Council Representative, 2007-2008

Mentoring Program for New and Visiting Assistant Professors, 2007-2008

Wagner Moot Court Team Coach, 2007-2008

Advisor on Law High program for at-risk high school students, 2007-2008

SERVICE TO THE PROFESSION

Association American of Law Schools (AALS) Section on Labor & Employment Law
Conference Proposal Committee, 1995-1996
Steering Committee, 1993-1995, 2002-present

Wayne Labor Law Students Association, Advisor, 2003-2006

Center for Policy Initiatives, San Diego, California, Advisory Committee, 2000-2001

San Diego Industrial Relations Research Association, Conference Advisory Committee, 2000-2001

SERVICE TO THE COMMUNITY

Jack Kent Cooke Foundation Graduate Scholarship Program Review Panel Member, 2006 - present

Chair, San Diego Labor-Academic Network

Member, San Diego Unified School District Achievement Accountability Committee (DAAC) to oversee the implementation of the Leadership Accountability Program, 1994-1996

Organizer and Coordinator, California Western School of Law - Roosevelt Junior High School Partnerships in Education Program, 1991-1995

Organizer and Coordinator, California Western School of Law - San Diego High School Partnerships in Education Program, 1996-2001

AWARDS

Donald H. Gordon Award for Excellence in Teaching, 2004

Finalist - Federal Employee of the Year, 1989

Honors Department Paper Award, 1974, "Torn and Most Whole: Mary Wollstonecraft's Years With Gilbert Imlay"

Honors Department Thesis Award, 1975, "Woman's Rights to Woman Suffrage, 1865-1869"

BAR ADMISSIONS

1978 State Bar of Michigan; United States District Court for the Eastern District of Michigan; United States Court of Appeals for the Sixth Circuit

MEMBERSHIPS

Michigan Bar Section on Employment and Labor Law

American Bar Association Committee on Developments in Labor Law

Labor and Employment Relations Association

Association of American Law Schools Section on Labor & Employment Law

Association of American University Professors

Association of Industrial Relations Academics of Australia and New Zealand

University and College Labor Education Association

Working Class Studies Association