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Department of Labor Studies and Employment Relations (LSER)  
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## ACADEMIC APPOINTMENTS & AFFILIATIONS

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- 2016-Present    Assistant Professor, Rutgers School of Management and Labor Relations,  
Department of Labor Studies and Employment Relations
- 2014-2016      Adjunct Assistant Professor, Rutgers School of Management and Labor Relations,  
Department of Labor Studies and Employment Relations

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## EDUCATION

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- 2016    Ph.D., School of Industrial Relations, Cornell University  
Major: Labor Relations, Law and History  
Minors: International and Comparative Industrial Relations, Latin American Studies, Comparative Politics  
Dissertation: *Evolution of a Revolution: Three Essays on Worker Involvement, Labor Education and Union Representation during Transformation in the Cuban Political Economy*
- 2007    J.D., Chicago-Kent College of Law  
Certifications: Labor and Employment Law
- 2013    M.S., Industrial Relations, Cornell University ILR School
- 2001    M.S., Industrial Relations, Loyola University-Chicago
- 1996    B.S., Industrial Engineering, Northwestern University  
Minor: Industrial Organizational Psychology

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## RESEARCH

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### Peer-Reviewed Journal Articles

- Lee, Tamara L. and Maite Tapia (2022). Intersectional organizing: building solidarity through radical confrontation. *Industrial Relations: A Journal of Economy and Society*. DOI: 10.1111/irel.12322
- Lee, Tamara L. and Maite Tapia (2021). Confronting Race and Other Social Identity Erasures: The Case for Critical Industrial Relations Theory. *ILR Review*, 74(3): 637-662
- Tapia, Maite, Tamara Lee and Mikhail Filipovitch (2017). Supra-union and intersectional organizing: an examination of two prominent cases in the low-wage U.S. restaurant industry. *Journal of Industrial Relations*, 59(4): 487-509
- Lee, Tamara L. (2016). The union's dual role in Cuban labour restructuring. *International Union Rights*, 23(1): 3-5
- Hurd, Richard W. and Tamara L. Lee (2014). Public sector unions under siege: solidarity in the fight back. *Labor Studies Journal*, 39(1): 9-24
- Griffith, Kati L. and Tamara L. Lee (2012). Immigration advocacy as labor advocacy. *Berkeley Journal of Employment and Labor Law*, 22(1): 73-117

### Books

Lee, Tamara L., Davis-Faulkner, Sheri, Williams, Naomi R and Maite Tapia, Eds. (2022). *A Racial Reckoning in Industrial Relations: Storytelling as Revolution from Within*. Labor and Employment Research Association: Cornell University Press.

### **Manuscripts under Review**

Lee, Tamara L. Raúl Castro's Great Debate: worker involvement during political and economic reform in contemporary Cuba (revise and resubmit *Industrial and Labor Relations Review*)

### **Manuscripts in Progress**

Lee, Tamara L. and Maite Tapia. The Militarization of Human Resources: Evidence from Amazon Workers in the U.S. South (for submission to *Work, Employment and Society*).

Lee, Tamara L. Union-sponsored labor education in Cuba: The Cuban union as an agent of educational transfer (for submission to *Labor Studies Journal*)

Lee, Tamara L. Cuentalpropistas and non-agricultural cooperatives: new forms of non-state employment in the new Cuban socialism (book proposal)

### **Book Reviews**

Lee, Tamara L. (2021). Book Review: Workers, Collectivism and the Law: Grappling with Democracy. *Comparative Labor Law & Policy Journal*, 41(2).

### **Peer-Reviewed Conference Papers**

Hurd, Richard W. and Tamara L. Lee (2013). Can U.S. public sector collective bargaining survive the Tea Party? *Dispute Resolution in the Workplace: The Proceedings of the National Academy of Arbitrators*, 66, 315-336.

## **KEYNOTES AND INVITED TALKS**

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### **Keynotes and Plenaries**

Interuniversity Research Centre on Globalization Work (CRIMT) International Partnership Conference (2022). "Why Race Matters in IR." HEC Montreal.

British Universities Industrial Relations Association (BUIRA) Annual Conference (2022). "Why Race Matters in IR. Birmingham, UK.

E-Cornell Keynotes (2022). "Activist Scholars: Balancing Labor Action and Academia." Online.

### **Invited Talks**

Cornell University ILR School (2022). "The Militarization of Human Resources: Contemporary Worker Control in Amazon Fulfillment Centers."

School of Human Resources & Labor Relations, Michigan State University (2019). "Intersectional Organizing for a More Inclusive Labor Movement: Evidence from the Women's March."

Union Leadership Institute, Cornell Worker Institute (2019). "Building Worker Power: Innovation in Organizing."

Global Labour Research Centre, York University (2019). "The Future of Intersectional Organizing"

Global Labour Research Centre, York University (2018). “Women’s March and Intersectional Organizing: the importance of a critical race lens in industrial relations”

Morehouse College (2017). 1<sup>st</sup> International and Comparative Labor Studies Conference. “Supra-union and intersectional organizing: an examination of two prominent cases in the low-wage U.S. restaurant industry.”

## **CONFERENCE PARTICIPATION (Selection)**

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Morehouse International Comparative Labour Studies, Africa Awareness Week. (2020). “Cuban Labor Education.”

Labor and Employment Research Association. (2020). 72<sup>nd</sup> Annual Meeting. New approaches to examining bargaining strategies and outcomes. Discussant, Portland, OR

Labor and Employment Research Association. (2019). 71<sup>st</sup> Annual Meeting. Special Issues in IR Theory. “Radical confrontation of industrial relations theory: the troubling lack of critical race theory and intersectionality in IR Research.” Paper presentation, Cleveland, OH

Labor and Employment Research Association. (2019). “Intersectional organizing for building more inclusive and equitable solidarity.” Paper presentation, Cleveland, OH

Association of American Jurists and Association of Latin American Labor Lawyers. (2019). 13<sup>th</sup> International Conference on the Defense of Labor Law and Social Security. “Cross-national intersections: #BlackLivesMatter and Cuba.” Presentation, Havana, Cuba

Labor and Employment Research Association. (2018). 70<sup>th</sup> Annual Meeting. Intersectional Organizing: How to Deeply Engage in Cross-Movement Solidarity. “The Women’s March: Intersectional organizing and building unity by confronting our differences.” Paper presentation, Baltimore, MD

Association of American Jurists and Association of Latin American Labor Lawyers (2018). 12<sup>th</sup> International Conference on the Defense of Labor Law and Social Security. “Intersectional organizing for labor and social justice.” Paper presentation, Havana, Cuba

United Association of Labor Educators. (2017). Next Generation Award. “Union-sponsored labor education in Cuba: The Cuban union as an agent of educational transfer.” Paper presentation, Detroit, MI

International Conference on the Defense of Labor Law and Social Security. (2017). “Protecting immigrant workers under the NLRA’s mutual aid or protection clause.” Paper presentation, Havana, Cuba

Association of American Jurists and Association of Latin American Labor Lawyers. (2017). 11<sup>th</sup> International Conference on the Defense of Labor Law and Social Security. “Political practice of workers in the U.S. private sector.” Panelist, Havana, Cuba

Cornell Worker Institute. (2015). Advancing Worker Rights: A Conference Marking the 80<sup>th</sup> Anniversary of the National Labor Relations Act. “Do we still need the NLRA?” Presentation, New York, NY

International Industrial Relations Association. (2008). 6<sup>th</sup> Regional Congress of the Americas. “Separate, but unequal: the effect of U.S. labor policy on the rights of undocumented employees to freedom of association.” Paper presentation, Buenos Aires, Argentina

## **MEDIA CONTRIBUTIONS (Selection)**

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Lee, Tamara L. (2021). Three Activists Respond to David Unger's Article," Can Organized Labor Support #BlackLivesMatter and Police Unions?" *New Labor Forum*, 30(1): 126-126.

Contributor, *NJ.com*, "Big labor's structural racism problem is bigger than the problem with police unions," July 6, 2020

Contributor, *Black Agenda Report*, "An intersectional labor movement must resist "colorblind" approaches to organizing," June 19, 2019

Contributor, *Boston Review*, "Why the labor movement has failed- and how to fix it," June 6, 2019

Contributor, *LERA Perspectives*, "From melting pots to intersectional organizing," 2018

Contributor, *New York Times*, "A fair decision that reflects globalization and technology," September 14, 2015

Quoted by *Well + Good*, "Never forget a Black trans woman lit the fire for LGBTQ+ rights," June 28, 2020

Quoted by *Bloomberg Law*, "Employers must tread lightly with social media protest posts," June 17, 2020

Quoted by *Fort Worth Star-Telegram*, "14 Fort Worth police officers appealed firings since 2014. Half won their jobs back," June 16, 2020

Quoted by *Huffington Post*, "George Floyd survived the Coronavirus. Then the police killed him," June 5, 2020

Quoted by *Washington Post*, "Gayle King's response to Kobe Bryant backlash captures the unique pressures she faces as one of the most visible Black women in media," February 7, 2020

Quoted by *Labor & Employment on Bloomberg Law*, "Dark comedy about labor organizing dubbed 'woke plus,'" August 8, 2018

Quoted by *Labor & Employment on Bloomberg Law*, "Intercept's first union contract aims for diverse workforce," July 25, 2018

Quoted by WHYY, "In wake of #MeToo, feminist apparel workers fired for speaking out against sexual harassment," July 13, 2018

Quoted by *Quartz*, "You should absolutely fight about politics with your relatives this Thanksgiving," November 22, 2017

Quoted by *Philadelphia Tribune*, "Women groups target NRA in gun-control march," July 18, 2017

Quoted by *CNN Politics*, "Women's March organizers return to DC streets for anti-NRA march," July 14, 2017

Quoted by *Splinter*, "How the Trump administration and Neil Gorsuch could be a toxic team for working women," March 20, 2017

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## TEACHING

### *Masters*

Identity and Discrimination in the Workplace and U.S. Political Economy (Spring 2015, Spring 2016, Spring 2017, Spring 2018, Spring 2019)

### *Undergraduate*

Work, Society and Quality of Life (Fall 2014, Spring 2015, Fall 2015, Spring 2016, Fall 2016)

Current Labor Problems (Fall 2016, Fall 2017)

Introduction to Labor Studies (Spring 2017, Fall 2017 Spring 2018, Fall 2018, Spring 2019)

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## **ADVISING**

Phela Townsend, School of Management and Labor Relations, (2020-present), “Building worker power in the digital age” (dissertation proposal scheduled for defense, May 2020)

Awo Okaikor M. Aryee-Price, Graduate School of Education, (2017-2019), “The evolution of hope: radical possibilities at the intersections of racial, labor, and educational justice” (dissertation defended, Fall 2019)

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## **RESEARCH IN PROGRESS**

Nationwide Amazon Policing Study

Examination of questions of labor and employment grounded in the storytelling and counter-narratives of the most vulnerable workers at Amazon fulfillment centers. More specifically, the research centers workers’ identities (e.g., race, gender, ethnicity, etc.) to understand the amplified oppression they might face with respect to bodily control and surveillance. This is a framework and approach employed recently in an empirical paper on the 2017 Women’s March (Lee and Tapia 2022) in which we defined “intersectional organizing” and its key components for the labor and employment context, and through which we explored how intersectional frameworks have been engaged by worker organizations such as the Restaurant Opportunities Center in New York (ROC-NY) and the Fight for \$15 campaign coalition (Tapia, et. al 2017).

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## **AWARDS, GRANTS AND FELLOWSHIPS**

OxFam (TOR under review)

Through in-depth qualitative case studies of different sites spanning different regions in the US, we will provide a larger picture of Amazon’s strategies of worker control through the workers’ experiences and narratives. Specifically, we use an intentional intersectional and racial lens to examine and expose Amazon’s strategies of worker control across different sites in the US (e.g., use of private and public police inside and outside the facility); examine and understand more deeply the specific working and living conditions of Amazon workers across the sites (e.g., job quality; economic (in)security); examine and analyze how workers across different sites fight back against Amazon’s strategies.

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## **SERVICE (Selection)**

*To the Department and School*

National Union Academy (2022).

Center for Innovative Worker Organizing (2017-Present)

United Association of Labor Educators: Northeast Summer School for Women in Unions and Worker Organizations (2016-Present).

Labor Education Action Research Network (LEARN) Instructor (2016-Present).

### ***To the University***

Latino Studies Researchers Initiative (2018-Present)

Universities as Anchors in Sustaining Community and Economic Development (2018-Present)

Faculty Women of Color Subcommittee (2016-Present)

Cuba Ad Hoc Faculty Committee (2015-2016)

### ***To the Disciplines of Labor and Employment Relations***

Worker Empowerment Research Network (WERN) (2022-Present)

Global Labour Journal Peer Reviewer (2020-Present)

Advancing Black Strategists Initiative (2020-Present)

Labor and Employment Research Association. Executive Board (2020-Present)

Morehouse College. Advisory Council for International Comparative Labor Studies Program (2018-Present)

Labor Research and Action Network. Advisory Committee (2016-Present)

Cornell University Worker Institute. Lois Gray Labor Innovation Initiative Advisory Group (2019-Present), Executive Board (2013-2015)

### ***To the Broader Community***

Alliance for Cuba Engagement and Respect. Steering Committee (2020-Present)

Haven. Co-Founder and Board of Directors (2019-Present)

Justice League, NYC. Member (2019-Present)

National Lawyers Guild. (2009-Present)

### **NON-ACADEMIC PROFESSIONAL EXPERIENCE (Selection)**

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2011	<b>Staff Attorney for Chairman Liebman and Chairman Pearce National Labor Relations Board, Washington, D.C.</b> Key responsibilities: Reviewed decisions of hearing officers and Administrative Law Judges. Drafted decisions on behalf of the National Labor Relations Board.
2001-2008	<b>Labor Management Relations Examiner National Labor Relations Board, Chicago, IL</b> Key Responsibilities: Investigated unfair labor practice allegations against employers and labor organizations under the National Labor Relations Act. Conducted secret-ballot elections to determine whether employees wish to be represented by a labor organization. Presided over pre- and post- election hearings.
1997-1999	<b>Production Supervisor Pepperidge Farm, Inc., Downers Grove, IL</b>

Key Responsibilities: Developed and successfully implemented process improvement projects. Trained high-performance work teams. Special projects included developing the plant continuous improvement program and quality auditing process.

1996-1997

**Production Supervisor**

**Nestle U.S.A., Beverage Division, Suffolk, VA**

Key Responsibilities: Supervised high-speed retail canning and processing operations and supervised cross-department work teams.

**OTHER**

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Bar Admissions      Pennsylvania (2007-Present), New Jersey (Inactive)

Languages      English, Spanish