

**TAMARA L. LEE, ESQ.**  
School of Management and Labor Relations (SMLR)  
Department of Labor Studies and Employment Relations (LSER)  
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Rutgers University  
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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

## **EDUCATION**

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- 2016    Ph.D., School of Industrial Relations, Cornell University  
Major: Industrial Relations  
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*
- 2013    M.S., Industrial Relations, Cornell University
- 2007    J.D., Chicago-Kent College of Law  
Certifications: Labor and Employment Law
- 2001    M.S., Industrial Relations, Loyola University-Chicago
- 1996    B.S., Industrial Engineering, Northwestern University  
Minor: Industrial/Organizational Psychology

## **FIELDS OF INTEREST**

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Critical industrial relations; industrial relations theory; strategic worker organizing; racial and labor justice; intersectional organizing; comparative worker political participation.

### Journal Articles (Refereed)

Lee, Tamara L., Tapia, M., & Atzeni, M. 2024. "Amazon et Mercado Libre, Regards Croisés Sur le Travail Logistique. Entretien avec Tamara L. Lee, Maite Tapia et Maurizio Atzeni." *Cultures & Conflits*, 117–127. <https://doi.org/10.4000/conflits.25013>.

Lee, Tamara L., and Maite Tapia. 2023. "A Critical Industrial Relations Approach to Understanding Contemporary Worker Uprising." *Work and Occupations* 50 (3), 393-399.

Lee, Tamara L., and Maite Tapia. 2023. "Intersectional Organizing: Building Solidarity through Radical Confrontation." *Industrial Relations (Berkeley)* 62 (1): 78–111. <https://doi.org/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." *Industrial & Labor Relations Review* 74 (3): 637–662. <https://doi.org/10.1177/0019793921992080>.

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. <https://doi.org/10.1177/1095796020983022>.

Tapia, Maite, Tamara L. Lee, and Mikhail Filipovitch. 2017. "Supra-Union and Intersectional Organizing: An Examination of Two Prominent Cases in the Low-Wage US Restaurant Industry." *Journal of Industrial Relations*, 59 (4): 487–509. <https://doi.org/10.1177/0022185617714817>.

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. <https://doi.org/10.1177/0160449X14530702>.

Griffith, Kati L., and Tamara L. Lee. 2012. "Immigration Advocacy as Labor Advocacy." *Berkeley Journal of Employment and Labor Law*, 33 (1): 73–117.

### Journal Articles (Non-refereed)

Lee, Tamara L. 2018. "From Melting Pots to Intersectional Organizing." *LERA for Libraries*, 22.

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.

### Books

Lee, Tamara L., Sheri Davis-Faulkner, Naomi R Williams, and Maite Tapia. 2022. A Racial Reckoning in Industrial Relations: Storytelling as Revolution from Within. Edited by Tamara L. Lee, Sheri Davis-Faulkner, Naomi R. Williams, and Maite Tapia. First edition. Champaign, Illinois: Labor and Employment Relations Association, University of Illinois at Urbana-Champaign, School of Labor and Employment Relations. Available at [Cornell University Press](https://www.cornell.edu/cupress/).

## Book Chapters

Lee, Tamara L., Maite Tapia, Sheri Davis-Faulkner, and Naomi R Williams. 2022. Introduction. In *A Racial Reckoning in Industrial Relations: Storytelling as Revolution from Within*. Edited by Tamara L. Lee, Sheri Davis-Faulkner, Naomi R. Williams, and Maite Tapia. First edition. Champaign, Illinois: Labor and Employment Relations Association, University of Illinois at Urbana-Champaign, School of Labor and Employment Relations.

Lee, Tamara L., and Nicole Burrowes. 2022. Critical Lenses in the Global South: Two Scholars in Conversation. In *A Racial Reckoning in Industrial Relations: Storytelling as Revolution from Within*. Edited by Tamara L. Lee, Sheri Davis-Faulkner, Naomi R. Williams, and Maite Tapia. First edition. Champaign, Illinois: Labor and Employment Relations Association, University of Illinois at Urbana-Champaign, School of Labor and Employment Relations.

Haven Media, and Tamara L. Lee. 2022. The Intersectionality of Liberation. In *A Racial Reckoning in Industrial Relations: Storytelling as Revolution from Within*. Edited by Tamara L. Lee, Sheri Davis-Faulkner, Naomi R. Williams, and Maite Tapia. First edition. Champaign, Illinois: Labor and Employment Relations Association, University of Illinois at Urbana-Champaign, School of Labor and Employment Relations.

Davis-Faulkner, Sheri, Tamara L. Lee, Naomi R Williams, and Maite Tapia. 2022. Conclusion. In *A Racial Reckoning in Industrial Relations: Storytelling as Revolution from Within*. Edited by Tamara L. Lee, Sheri Davis-Faulkner, Naomi R. Williams, and Maite Tapia. First edition. Champaign, Illinois: Labor and Employment Relations Association, University of Illinois at Urbana-Champaign, School of Labor and Employment Relations.

## Book Reviews

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

## Manuscripts under Review

Lee, Tamara L., Maite Tapia, Carla Lima Aranzaes, Salil Sapre, Spencer Shimek, Sanjay Pinto, Ali Bustamente. *The Militarization of Employment Relations: Contemporary Worker Control in Amazon Fulfillment Centers* (under review at *Work and Occupations*).

## Manuscripts in Progress

Lee, Tamara L. and Maite Tapia. *Black and Worker of Color Responses to Amazon 'Policing' Practices*.

Lee, Tamara L., Maite Tapia, Carla Lima Aranzaes, Salil Sapre, Spencer Shimek, Sanjay Pinto, Ali Bustamente. *Amazon Policing Power Report*.

Lee, Tamara L. *Cuentapropistas and Non-agricultural Cooperatives: New Forms of Non-state Employment in the New Cuban Socialism* (book proposal)

Lee, Tamara L. *From Oriente to Occidente: Cuban Worker Participation and the Evolution of a Revolution* (book proposal)

Lee, Tamara L. *Union-sponsored Labor Education in Cuba: The Cuban Union as an Agent of Educational Transfer*.

## RESEARCH IN PROGRESS

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### 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).

## KEYNOTES AND INVITED TALKS

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### Keynotes

Why Race Matters in IR. October 27, 2022. Interuniversity Research Centre on Globalization Work (CRIMT) International Partnership Conference. HEC Montreal. Montreal, CA. Available at: <https://www.youtube.com/watch?v=KvPhIzLLR24>

Why Race Matters in IR. June 29, 2022. British Universities Industrial Relations Association (BUIRA) Annual Conference. Birmingham, UK.

Race, Systemic Racism and Structural Inequality in America. November 18, 2020. Future Hindsight. Virtual. Available at: [https://www.youtube.com/watch?v=n5O1GC\\_xRUA](https://www.youtube.com/watch?v=n5O1GC_xRUA)

Speaking to This Moment. June 17, 2020. Advancing Black Strategists Initiative (ABSI) and Rutgers University. Virtual. Available at: <https://www.jwj.org/speaking-to-this-moment>

### Invited Talks and Plenaries

Black and Worker of Color Responses to Amazon 'Policing' Practices. May 5, 2023. CUNY School of Labor and Urban Studies Conference. How Workers Win: Rebuilding Labor's Power for the 21<sup>st</sup> Century. New York, NY.

Status at Work: Power, Race and the Law in the Immigrant Workplace. April 28, 2023. Cornell University ILR Book Workshop. Ithaca, NY.

Critical Industrial Relations: Centering Social Identity in Our Understanding of the Employment Relationship. April 20, 2023. UCLA Institute for Research on Labor & Employment Labor Speaker Series. Los Angeles, CA.

Is Cuba a State Sponsor of Terrorism? Why is Cuba Still on the SSOT List? March 28, 2023. The Alliance for Cuba Engagement and Respect (ACERE) Webinar. Virtual.

Intersectionality in Work, Industrial Relations and Organising (UK and US). January 26, 2023. Center for Research in Employment and Work (CREW). University of Greenwich. Virtual.

The Militarization of Human Resources: Contemporary Worker Control in Amazon Fulfillment Centers. Cornell ILR Workshop. November 8-9, 2022. Ithaca, NY.

The Future of Industrial Relations & Labor Research: Making the Case for Critical (IR) Theory. Labor and Employment Research Association (LERA). June 4, 2022. PhD Consortium. Virtual.

Critical Industrial Relations. Labor and Employment Research Association (LERA). June 3, 2022. Virtual.

What Does IR Have to Offer: What Updates are Necessary. May 17, 2022. Rutgers Global FOWers Initiative. Virtual.

Title IX Anniversary Project. May 9, 2022. Rutgers University. Virtual.

Activist Scholars: Balancing Labor Action and Academia. February 8, 2022. E-Cornell Keynotes. Virtual.

Cuba Congressional Briefing. July 16, 2021. Alliance for Cuba Engagement and Respect (ACERE). Virtual.

Police Unions and the Labor Movement: A Landscape Analysis. July 12, 2021. The Gathering for Justice. Virtual.

ILRR Special Issue Webinar: Identity, Critical Race Theory, and Employment Relations. June 17, 2021. Virtual.

Reparations Panel. University of Massachusetts- Amherst. April 29, 2021. Virtual.

The Academic Researcher and Her/His/Their Questions about Race, Gender and Intersectionality. April 15, 2021. University of Montreal. Virtual.

A Contested Political Terrain. March 26, 2021. Cornell Worker Institute. Virtual.

Labor in the 21<sup>st</sup> Century: Challenges and Opportunities. March 26, 2021. Cornell Worker Institute. Virtual.

The Cuban Economy Today: Cuba Confronts U.S. Blockade, Covid-19 Pandemic, New Economic Challenges and Policies. February 25, 2021. International Conference for the Normalization of U.S.-Cuba Relations. Virtual.

Critical Questions for the Labor Movement in the Era of BLM. October 23, 2020. Legal Staff Association (LSA) Annual Meeting 2020. Virtual.

Intersectional Organizing, Police Unions and Black Lives Matter. October 15, 2020. Cornell University. Virtual.

Would You Rather Be Black in the United States or In Cuba? October 1, 2020. National Lawyers Guild. Virtual.

Evolution of a Revolution: Worker Participation, Labor Education and Union Representation During Construction of Cuban Socialism. September 24, 2020. Morehouse International Comparative Labour Studies, Africa Awareness Week. Virtual.

Confronting Police Unions and Institutional Racism in the Labor Movement. August 19, 2020. Labor Research Action Network (LRAN) Plenary. Virtual.

LRAN Police Union Workshop. June 23, 2020. Labor Research Action Network. Virtual.

Building Worker Power: Innovation in Organizing. July 24, 2019. Union Leadership Institute, Cornell Worker Institute. Ithaca, NY.

The Future of Intersectional Organizing. February 21, 2019. Opening Plenary: Global Labour Research Centre's (GLRC's) Annual Graduate Symposium. York University, Toronto, CA.

Intersectional Organizing for a More Inclusive Labor Movement: Evidence from the Women's March. January 25, 2019. School of Human Resources & Labor Relations, Michigan State University.

Women's March and Intersectional Organizing: The Importance of a Critical Race Lens in Industrial Relations. October 29, 2018. Global Labour Research Centre, York University.

Daring Discussions. November 13, 2017. Glamour Women of the Year Summit. New York, NY.

Intersectional Organizing for Labor and Social Justice. November 10, 2017. International Comparative Labor Studies Conference. Morehouse College. Atlanta, GA.

Labor and Employment Law. July 30-Aug 3, 2016. 41<sup>st</sup> UALE Northeast Summer School for Women in Unions and Worker Organizations. Rutgers School of Management and Labor Relations. New Brunswick, NJ.

New Developments in Labor and Employment Law. May 13, 2016. Ninth Labor Management Partnership Conference. Rutgers University School of Management and Labor Relations. New Brunswick, NJ.

Transient Solidarities and the Fight for 15 Movement. March 18, 2016. The Global Transformation of Work: Market Integration, China's Rise, and Labor Adaptation. Rutgers School of Management and Labor Relations. New Brunswick, NJ.

## **WORKSHOPS AND CONFERENCES (selection)**

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Labor and Employment Research Association (LERA) 75<sup>th</sup> Annual Meeting. June 3, 2023. Warehouse work and control Part II: evidence and storytelling from US Amazon workers. Detroit, MI.

Labor and Employment Research Association (LERA) 75<sup>th</sup> Annual Meeting. June 3, 2023. LERA Teaching Interest Section presents "Engaging with Race in the College Classroom: Pedagogical Tools and Course Content." Detroit, MI.

Labor and Employment Research Association (LERA) 75<sup>th</sup> Annual Meeting. June 1, 2023. Beyond unemployment? Broken systems, unequal labor markets. Detroit, MI.

Labor Research Action Network (LRAN). June 21, 2022. Amazon's high-tech sweatshops and racialized surveillance: a conversation with Amazon workers. Atlanta, GA.

Labor Research Action Network (LRAN). June 17, 2021. Industrial relations and a racial reckoning. Virtual.

Labor and Employment Research Association (LERA) 73<sup>rd</sup> Annual Meeting. June 7, 2021. Teaching employment relations and collective bargaining. Virtual.

41<sup>st</sup> International Labour Process Conference (ILPC). April 12, 2021. A racial reckoning in industrial relations: storytelling as revolution from within. University of Strathclyde, Glasgow, UK.

National Lawyers Guild 2020#Law4ThePeople Convention. Sept 21- October 4, 2020. What lessons are there in comparative social constructs, movements for Black liberation, and state and organizational responses to individual and systemic racism and anti-Blackness? Virtual.

National Lawyers Guild 2020#Law4ThePeople Convention. Sept 21- October 4, 2020. Intro to police unions. Virtual.

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

Labor and Employment Research Association (LERA) 71<sup>st</sup> Annual Meeting. June 2019. Special issues in IR theory. radical confrontation of industrial relations theory: the troubling lack of critical race theory and intersectionality in IR Research. Cleveland, OH.

Labor and Employment Research Association (LERA) 71<sup>st</sup> Annual Meeting. June 2019. Intersectional organizing for building more inclusive and equitable solidarity. Cleveland, OH.

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

Labor and Employment Research Association (LERA) 70<sup>th</sup> Annual Meeting. June 2018. The Women's March: intersectional organizing and building unity by confronting our differences. Baltimore, MD.

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

United Association of Labor Educators (UALE). April 6, 2017. Union-sponsored labor education in Cuba: the Cuban union as an agent of educational transfer. Detroit, MI.

International Conference on the Defense of Labor Law and Social Security. March 2017. Protecting immigrant workers under the NLRA's mutual aid or protection clause. Havana, Cuba.

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

Cornell Worker Institute. Advancing Worker Rights: A Conference Marking the 80<sup>th</sup> Anniversary of the National Labor Relations Act. April 17, 2015. Do we still need the NLRA? New York, NY.

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

## **MEDIA CONTRIBUTIONS (selection)**

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Quoted by *Insider*, "50 years since Title IX was enacted, survivors of sexual assault say the law failed to protect them," June 23, 2022.

Interviewee, *La Política*, "En Estados Unidos, hay un nuevo movimiento sindical liberado por latinos y afroamericanos," April 13, 2022.

Quoted by *The Wall Street Journal*, "Amazon workers' union victory bolsters revitalized labor movement," April 2, 2022.

Quoted by *Yahoo Finance*, "Why 2 union drives for Amazon workers had such different outcomes," April 1, 2022.

Interviewee, *The Future Hindsight*, "Unions and racial justice: Tamara Lee," February 12, 2021.

Interviewee, *WUSA9*, "Race and the workplace," August 13, 2020.

Contributor, *The Star-Ledger*, "Big labor's structural racism problem is bigger than the problem with police unions," July 6, 2020.

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.

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.

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

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



## **TEACHING**

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### **Masters**

Identity and Discrimination in the Workplace and U.S. Political Economy (Spring 2015, Spring 2016, Spring 2017, Spring 2018, Spring 2019, Spring 2020, Spring 2021, Spring 2022, Spring 2023).

### **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, Fall 2019, Spring 2020, Fall 2020, Spring 2021, Fall 2021, Spring 2022, Fall 2022, Spring 2023).

## **ADVISING**

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### **PhD Students**

Phela Townsend, Rutgers School of Management and Labor Relations, (2020-present), “Why a Black Worker Center? Analysis of Race and Class in Worker Organizing”

Alysa Hannon. Rutgers School of Management and Labor Relations, (2022-present). “Human Capital Theory: A Study in *How* Industrial Relations Needs History”

Awo Okaikor M. Aryee-Price, Rutgers 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)

## **AWARDS AND GRANTS**

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### **Awards**

Labor and Employment Research Association (LERA). 2023. John T. Dunlop Outstanding Scholar Award for contributions to research that address industrial relations/employment problems of national significance.

Rutgers School of Management and Labor Relations. 2021. Teaching Award for excellence in teaching at the School of Management and Labor Relations at Rutgers, The State University of New Jersey for the 2020-2021 academic year.

United Association of Labor Educators (UALE). 2017. New Generation Award finalist.

## Grants and Gifts

OxFam America. February 2023. Amazon warehouses and fulfillment centers: contemporary forms of worker control. Tamara Lee (PI). Award: \$11,500.

Jobs with Justice Education Fund. December 2021. Off-duty police officers in warehousing and the impact of these practices on warehouse workers. Tamara Lee (PI). Award: \$7050.

Rutgers Center for Cultural Analysis. Interdisciplinary Working Groups: Intersections of political education and popular culture (co-PI). May 2023. Tamara Lee (co-Lead). Award: \$1500

## SERVICE (Selection)

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### Rutgers School of Management and Labor Relations

- Affiliate, Center for Innovative Worker Organizing (CIWO)
- Instructor, New Union Academy (NUA)
- Instructor, Labor Education Action Research Network (LEARN)

### To the Disciplines of Labor and Employment Relations

#### *Board Membership and Participation*

- Editorial Board, *Journal of Industrial Relations*
- Labor and Employment Research Association (LERA): Executive Board (2020-Present); Best Dissertation Committee (2020-Present), Program Committee (2022-2024)
- Labor Research and Action Network (LRAN): Advisory Committee (2016-Present); New Scholar Committee (2016-Present)
- Advisory Council, Morehouse College. International Comparative Labor Studies Program
- Advisory Group, Cornell University Worker Institute. Lois Gray Labor Innovation Initiative

#### *Research Network Participation and Instruction*

- Researcher, Worker Empowerment Research Network (WERN)
- Steering Committee, Advancing Black Strategists Initiative (ABSI)
- Instructor, United Association of Labor Educators: Northeast Summer School for Women in Unions and Worker Organizations
- Ad Hoc Reviewer: *Global Labour Journal*, *Journal of Industrial Relations*

### To the University

- Center for Cultural Analysis (CCA) Working Group (2023)
- 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 Broader Community

- Steering Committee, Alliance for Cuba Engagement and Respect (ACERE).
- Co-Founder and Board of Directors, Haven Media, Inc.
- Member, Justice League, NYC
- National Lawyers Guild (NLG): Labor and Employment Committee, Cuba Subcommittee
- Acting President, Here for the Kids (H4TK)

## NON-ACADEMIC PROFESSIONAL EXPERIENCE (Selection)

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- 2011            **Staff Attorney for Chairman Liebman and Chairman Pearce  
National Labor Relations Board, Washington, D.C.**  
Key responsibilities: Reviewed decisions of hearing officers and Administrative Law Judges. Drafted decisions on behalf of the National Labor Relations Board.
- 2001-2008      **Labor Management Relations Examiner  
National Labor Relations Board, Chicago, IL**  
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      **Production Supervisor  
Pepperidge Farm, Inc., Downers Grove, IL**  
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