

**TAMARA L. LEE, ESQ.**

Curriculum Vitae

School of Management and Labor Relations (SMLR)  
Department of Labor Studies and Employment Relations (LSER)  
50 Labor Center Way  
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**ACADEMIC APPOINTMENTS & AFFILIATIONS**

- 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**

- 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*  
Committee: Sarosh Kuruvilla (Chair), Maria L. Cook, Valerie Bunce, Rebecca  
Givan, Kate Griffith
- 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

## RESEARCH

### Peer-Reviewed Journal Articles

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

### Book Reviews

Lee, Tamara L. (2012). Review of *From Iron Rice Bowl to Informalization: Markets, Workers and the State in a Changing China* (Sarosh Kuruvilla, Ching Kwan Lee and Mary E. Gallagher, Eds). *Perspectives on Work*, 13

Lee, Tamara L. (2010). Review of *Live Wire: Women and the Brotherhood in the Electrical Industry* (Francine Moccio). *Perspectives on Work*, 11

### Manuscripts in Progress

Lee, Tamara L. and Maite Tapia. Radical Confrontation of Industrial Relations Theory: The Troubling Lack of Critical Race Theory and Intersectionality within Industrial Relations Research. (revise and resubmit to *Industrial and Labor Relations Review*)

Lee, Tamara L. and Maite Tapia. Intersectional Organizing for a More Inclusive Labor Movement: Evidence from the Women's March (manuscript drafted in preparation for submission to *Industrial Relations*)

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

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

Lee, Tamara L. *Cuentapropistas and non-agricultural cooperatives: new forms of non-state employment in the new Cuban socialism* (book proposal submitted to Cornell ILR Press)

Lee, Tamara L. Review of *Workers, Collectivism and the Law: Grappling with Democracy* (Laura Carlson). *Comparative Labor Law and Policy Journal* (forthcoming)

### **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.

### **Conference Participation**

Lee, Tamara L. (2019). Transforming Allies into Accomplices: The role of U.S. activists, lawyers and scholars in the fight against U.S. imperialism and intervention in Latin America and its impact on workers across the Americas. Association of American Jurists (AAJ) and Association of Latin American Labor Lawyers (ALAL) 13<sup>th</sup> International Conference on the Defense of Labor Law and Social Security, Havana, Cuba

Lee, Tamara L. (2018). The Women's March: Intersectional organizing and building unity by confronting our differences. Paper presented at the LERA 70<sup>th</sup> Annual Meeting, "Intersectional Organizing: How to Deeply Engage in Cross-Movement Solidarity, Baltimore, MD

Lee, Tamara L. (2018). Intersectional organizing for labor and social justice. Paper presented at Association of American Jurists (AAJ) and Association of Latin American Labor Lawyers (ALAL) 12<sup>th</sup> International Conference on the Defense of Labor Law and Social Security, Havana, Cuba

Lee, Tamara L. (2017). Union-sponsored labor education in Cuba: the Cuban union as an agent of educational transfer. Paper presented as finalist for Next Generation Award, United Association of Labor Educators Annual Meeting, Detroit, MI

Lee, Tamara L. (2017). Supra-union and intersectional organizing: an examination of two prominent cases in the low-wage U.S. restaurant industry. Paper presented at 1<sup>st</sup> International and Comparative Labor Studies Conference: The Future of the African Struggle for Social Justice, Organized Workers, and International Labor Solidarity, 1881-2017, Morehouse College, Atlanta, GA

Lee, Tamara L. (2017). Protecting immigrant workers under the NLRA's mutual aid or protection clause. Paper presented at International Conference on the Defense of Labor Law and Social Security, Havana, Cuba

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

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

Lee, Tamara L. (2015). Comparative labor movements in Latin America. Presentation to the School of Industrial and Labor Relations, Cornell University, Ithaca, NY

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

### **Invited Talks**

Facilitator for "Inclusive Conversations: Building Interracial Sisterhood in the Legal Profession," American Bar Association (2019)

Invited Speaker for Employee Involvement and Workplace Democracy in the Global Economy, Cornell University (2019)

Invited Speaker on "The Future of Intersectional Organizing," Global Labour Research Centre International Graduate Student Symposium, York University, (2019)

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

Invited Guest on "The Women's March: A Conversation with Tamara Lee and Brenna O'Brien," EndTimesPepTalk, (2019)

Facilitator for "Inclusive Conversations: Strengthening Our Movement," Washington, DC (2019)

Invited Speaker on "Women's March and Intersectional Organizing: the importance of a critical race lens in industrial relations," Global Labour Research Centre Working Paper Series, York University, (2018)

Invited Speaker on "Sexual harassment and power abuse: Times up!" AAUW of New Jersey Annual Meeting, Jamesburg, NJ (2018)

Presenter on “‘Daring Discussions’: how to tackle modern intersectional feminist issues through dialogue,” Glamour Magazine’s Women of the Year Summit, New York, NY (2017)

Invited Speaker at 1<sup>st</sup> International and Comparative Labor Studies Conference: The Future of the African Struggle for Social Justice, Organized Workers, and International Labor Solidarity, 1881-2017. Morehouse College, Atlanta, GA (2017)

Invited Presenter for Next Generation Award, United Association of Labor Educators Annual Meeting, Detroit, MI (2017)

Presenter on “Obama’s sexual revolution: LGB and T worker protection under contemporary social constructs,” Ninth Labor Management Partnership Conference, Rutgers School of Management and Labor Relations (2016)

Presenter at the Association of American Jurists (AAJ) and Association of Latin American Labor Lawyers (ALAL) 4<sup>th</sup> International Conference on the Defense of Labor Law and Social Security, Havana, Cuba (2010)

### **Research in Progress**

*Hans Boeckler Foundation* (funding at second stage)

3-year, 7-country (U.S., U.K., Netherlands, France, Germany, Italy and Norway) cross-national comparison examining how institutions of workplace representation build new solidarities among a diverse (i.e. race, gender, ethnicity, etc.) and fragmented (i.e. by politics, ideology, etc.) workforce. (Primary Investigators: Maite Tapia and Jane Holgate)

### **Awards, Grants & Fellowships**

2019            Institute for Research on Women Fellowship (Alternate)

2012            Eleanor Emerson Fellow

2012            Benjamin Miller Scholarship

2011            Cornell University Provost Fellow

2010-2012    Tinker Latin American Studies Program Grant

2007-2009    State University of New York Fellowship

2007            Barbara S. Susman International Scholar Award

2007            CALI Excellence for the Future Award for Labor Law

## **TEACHING AND ADVISING**

### **Courses Taught**

#### **Masters**

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

#### **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)

Guest Lecturer for LSER courses, Introduction to Labor Studies (masters seminar; Fall 2018, Spring 2018, Fall 2017)

### **Students Supervised**

#### ***Dissertation Committees, Member***

#### **In Progress**

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

#### ***Independent Study***

Melanie Arroyave, Lloyd C. Gardner Fellowship, (2018-2019), “Non-violence and violence in industrial relations”

## **SERVICE**

### **To the Department and School**

Panelist, Center for Innovative Worker Organizing (CIWO) Mid-Atlantic Labor Leadership Initiative (MALLI) (2017)

Instructor, 41<sup>st</sup> Northeast Summer School for Women in Unions and Worker Organizations, UALE (2016)

Center for Innovative Worker Organizing (CIWO) Bargaining for the Common Good Racial Justice Planning Committee (2016)

### **To the University**

Member, Rutgers Latino Studies Researchers Initiative (2018-Present)

Member, Rutgers delegation to Universities as Anchors in Sustaining Community and Economic Development (2018-Present)

Participant, Rutgers Program for Early Career Faculty Excellence (2016-Present)

Founding Member, Rutgers Faculty Women of Color Subcommittee (2016-Present)

Participant, Rutgers Cuba Ad Hoc Faculty Committee (2015-2016)

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

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

Labor Research and Action Network, Advisory Committee (2016-Present), Conference Planning Committee (2016-Present), New Scholars Award Committee (2016-Present)

Unión Nacional de Juristas de Cuba, Member (2010-Present)

The Worker Institute of Cornell University ILR School, Worker Institute Executive Board (2013-2015), Planning Committee: 80<sup>th</sup> Anniversary NLRB Conference (2014-2015)

Labor and Employment Research Association, Panel Co-Organizer LERA 70<sup>th</sup> Annual Meeting, "Intersectional Organizing: How to Deeply Engage in Cross-Movement Solidarity," (2018), Co-Chair 13<sup>th</sup> Annual PhD Student Consortium, "Work in Action: Scholars without Borders" (2011)

National Labor Relations Board Union, District Vice-President (2003-2008)

## **To the Broader Community**

Justice League, NYC (2019-Present)

National Lawyers Guild, Labor and Employment Steering Committee (2009-Present),  
International Committee (2009-Present)

### ***Media citations and interviews***

Interviewed and quoted in *Labor & Employment on Bloomberg Law*, “Dark comedy about labor organizing dubbed ‘woke plus,’” August 8, 2018

Interviewed and quoted in *Labor & Employment on Bloomberg Law*, “Intercept’s first union contract aims for diverse workforce,” July 25, 2018

Interviewed and quoted by WHYY, “In wake of #MeToo, feminist apparel workers fired for speaking out against sexual harassment,” July 13, 2018

Interviewed and research cited in *Quartz*, “You should absolutely fight about politics with your relatives this Thanksgiving,” November 22, 2017

Interviewed and quoted in *Philadelphia Tribune*, “Women groups target NRA in gun-control march,” July 18, 2017

Interviewed and quoted by *CNN Politics*, “Women’s March organizers return to DC streets for anti-NRA march,” July 14, 2017

Interviewed and quoted by *Splinter*, “How the Trump administration and Neil Gorsuch could be a toxic team for working women,” March 20, 2017

Op-Ed in *New York Times*, “A fair decision that reflects globalization and technology,” September 14, 2015

Interviewed and quoted in *Ithaca Journal*, “Cornell grad students make unionization push,” February 13, 2015

### ***Community outreach***

Member                      Justice League-NYC (2016-Present)

## **PROFESSIONAL MEMBERSHIPS**

Labor and Employment Research Association



Labor Research Action Network  
National Lawyers Guild  
Unión Nacional de Juristas de Cuba

**OTHER**

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

Languages            English, Spanish