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EDUCATION

- 1987 Harvard University, Graduate School of Arts and Sciences, Ph.D., Public Policy.
- 1985 Harvard University, John F. Kennedy School of Government, Master of Public Policy.
- 1983 Cornell University, School of Industrial and Labor Relations, Bachelor of Science.
- 1979-1981 University of California, Los Angeles, Department of Economics, Undergraduate study.

ACADEMIC AND PROFESSIONAL POSITIONS

- 2017-Present Professor, Heller School for Social Policy and Management, Brandeis University.
- 2024-2025 Stone Visiting Scholar / Visiting Professor of Public Policy, Malcom Wiener Center for Social Policy, Harvard Kennedy School.
- 2022-2024 Visiting Democracy Senior Fellow, Ash Center for Democratic Governance and Innovation, Harvard Kennedy School.
- 2017-2022 Dean, Heller School for Social Policy and Management, Brandeis University.
- 2014-2017 Wage and Hour Administrator, Wage and Hour Division, U.S. Department of Labor, Washington, DC. Nominated by President Barack Obama, September 2013; Confirmed by the U.S. Senate, April 2014.
- 2002-2014; 2017-Present Co-Director, Transparency Policy Project, Harvard Kennedy School, Ash Center for Democracy, Harvard University.
- 2013-2014; 2017 Peter and Deborah Wexler Professor of Management, Questrom School Business, Boston University.
- 2006-2013 Professor of Economics and Everett W. Lord Distinguished Faculty Scholar, School of Management, Boston University

- 1998-2006 Associate Professor of Economics, School of Management, Boston University.
- 1992-1998 Assistant Professor of Economics, School of Management, Boston University.
- Summer 2008 Visiting Professor, Faculty of Business and Economics, Work and Organization Studies, University of Sydney, Sydney Australia.
- 1987-2014; 2017-Present Faculty Member and Research Fellow, Harvard Law School Labor and Worklife Program, Harvard University.
- 1999-2001 Visiting Fellow, John F. Kennedy School of Government, Taubman Center for State and Local Government, Harvard University.
- 1991-1992 Lecturer in Economics, School of Management, Boston University.

HONORS

Margaret Casey Foundation Public Good Fellow, July 2022.

Distinguished LERA Fellow, Labor and Employment Relations Association, May 2020.

Frances Perkins Intelligence and Courage Award. Frances Perkins Center, September 2019.

Father Edward F. Boyle Award, Cushing-Gavin Award of the Labor Guild, Archdiocese of Boston, 2017.

Susan C. Eaton Award for Scholar / Practitioner, Labor and Employment Relations Association, 2016.

National Employment Law Project. Award for Exemplary Public Service and Leadership on Behalf of American Workers, December 2016.

Peter and Deborah Wexler Chair in Management, Boston University School of Management, October 2013.

Broderick Prize for Teaching, Boston University School of Management, May 2013

Wertheim Scholar, Harvard Law School, Labor and Worklife Program, 2011-2012.

Wikipedia Teaching Fellow, Public Policy Initiative, Wikimedia Foundation, 2011.

Best MBA Cohort Instructor, Boston University School of Management, 2007, 2011, 2012, 2013.

Fulbright Senior Scholar, Center for International Education of Scholars, Fulbright Commission, 2008-2013.

Everett W. Lord Distinguished Faculty Scholar, Boston University School of Management, 2006-2013.

Shingo Prize for Research on Manufacturing Innovations, May 2000 (for the book [A Stitch in Time: Lean Retailing and the Transformation of Manufacturing](#)).

Broderick Prize for Research, Boston University School of Management, 1994, 1997.

PUBLICATIONS—Books

The Fissured Workplace: How Work Became So Bad for so Many and What Can be Done to Improve It. Cambridge, MA: Harvard University Press, 2014. [See www.fissuredworkplace.net for a complete listing of reviews, citations, and media coverage of *The Fissured Workplace*].

Full Disclosure: The Perils and Promise of Transparency. with Archon Fung and Mary Graham. New York: Cambridge University Press, 2007.

Bigger Isn't Necessarily Better: Lessons from the Harvard Home Builder Study. with Frederick Abernathy, Kermit Baker, and Kent Colton. Lexington Books, 2011.

A Stitch in Time: Lean Retailing and the Transformation of Manufacturing—Lessons from the Apparel and Textile Industries. with Frederick H. Abernathy, John T. Dunlop, and Janice H. Hammond, New York: Oxford University Press, 1999.

Turning the Tide: Strategic Planning for Labor Unions. New York: Lexington Books / Macmillan Inc., 1994 / 1997.

PUBLICATIONS--Refereed Journals / Proceedings

“Who's Responsible Here? Establishing Legal Responsibility in the Fissured Workplace.” With Tanya Goldman. [Berkeley Journal of Employment and Labor Law](#), vol. 42, no.1, February 2021, pp. 55-116.

“The Future of Occupational Safety and Health Protection in a Fissured Economy.” [American Journal of Public Health](#), vol.110, no.5, May 2020, pp. 640-641.

“Understanding the Present and Future of Work in the Fissured Workplace Context.” [RSF: The Russell Sage Foundation Journal of the Social Sciences](#), December 2019, pp. 147-165.

“Inequality and the Fissured Workplace.” Ninth Koskie Minsky University Lecture in Labour Law. Canadian Labour and Employment Law Journal, vol. 21, no. 2, Spring 2019, pp. 207-238.

“Creating a Strategic Enforcement Approach to Address Wage Theft: One Academic’s Journey in Organizational Change.” Journal of Industrial Relations. v.60, no. 3, June 2018, pp. 437-460.

“Does Ownership Structure Influence Regulatory Behavior? The Impact of Franchising on Labor Standards Compliance.” with MinWoong Ji. Industrial and Labor Relations Review. v.68, no. 5 October 2015, pp. 977-1006 (Lead article).

“Learning from a Fissured World: Reflections on International Essays Regarding The Fissured Workplace.” Comparative Labor Law and Policy Journal. v. 37, no.1, Fall 2015, pp. 209-222. [Chapter in a complete law review volume of international analyses of the implications of *The Fissured Workplace* in nine countries].

“Targeting Transparency.” with Archon Fung and Mary Graham. Science. vol. 340, June 21, 2013, pp. 1410-1411.

“Broken Windows, Vulnerable Workers, and the Future of Worker Representation.” The Forum: Journal of Applied Research in Contemporary Politics. v.10, no. 1, May 2012, pp. 160-183.

“Enforcing Labor Standards in Fissured Workplaces: The US Experience.” The Economic and Labor Relations Review, v. 22, no.2, July 2011, pp. 33-54.

“A Green Industrial Relations System for Construction: Challenges and Opportunities.” Proceedings of the Labor and Employment Relations Association. (Champaign, IL: LERA 2010), pp. 228-236.

“Targeted Transparency.” The Public Manager. v.38, no.1, Spring 2009, pp.22-24.

“Rethinking the Regulation of Vulnerable Work in the USA: A Sector-Based Approach” Journal of Industrial Relations, v. 51, no. 3, June 2009, pp. 411-430.

“A Strategic Approach to Labour Inspection.” International Labour Review, vol. 147, no. 4, December 2008, pp. 349-375.

“Un planteamiento estratégico de la inspección del trabajo.” Revista Internacional del Trabajo, vol. 127, num. 4, Diciembre 2008, pp. 390-419.

_____. “Pour une approche stratégique en matière d’inspection du travail.” Revue Internationale du Travail, vol. 147, no 4, Décembre 2008, pp. 379-410.

“Regulating Labour Standards via Supply Chains: Combining Public/Private Interventions to Improve Workplace Compliance.” with Carlos Mallo. British Journal of Industrial Relations. v. 45, no. 4, December 2007, pp. 805-828.

“Crafting a Progressive Workplace Regulatory Policy: Why Enforcement Matters.” Comparative Labor Law and Policy Journal. v. 28, no. 2, Spring 2007, pp. 101-130.

“Exploring the Gap Between Complaints and Compliance Under Workplace Regulations.” with Amanda Pyles. Refereed Paper Session. Proceedings of the Labor and Employment Relations Association. (Champaign, IL: LERA 2007), pp. 168-181.

“The Apparel and Textile Industries After 2005: Prospects and Choices.” with Frederick Abernathy and Anthony Volpe. Environment and Planning A. December 2006, v. 38, pp. 2207-2232.

“Why Complain? Complaints, Compliance and the Problem of Enforcement in the U.S. Workplace.” with Amanda Pyles. Comparative Labor Law and Policy Journal. v. 27, no. 1, Fall 2006, pp. 59-92.

“Regulation by Transparency: The Effectiveness of Government Mandated Disclosure Policies.” with Archon Fung, Mary Graham, and Elena Fagotto. Journal of Policy Analysis and Management. v.25, no.1, Winter 2006, pp.155-181.

“The Contemporary Industrial Relations System in Construction: Analysis, Observations, and Speculations.” Labor History. v. 46, no. 4, November 2005, pp. 447-471.

“Ratcheting Up: Linked Technology Adoption in Supply Chains.” with Margaret Hwang Smith. Industrial Relations. vol. 44, no. 3, July 2005, pp. 490-508.

“A Strategic Choice Framework for Union Decision-making.” Working USA, vol.9, no.2, March 2005, vol. 8, no. 2, pp. 327-347.

“Public Enforcement / Private Monitoring: Evaluating a New Approach to Regulating the Minimum Wage.” Industrial and Labor Relations Review. vol. 52, no. 2, January 2005, pp. 238-257.

“Building Comprehensive Market Recovery Strategies for the Construction Industry: Obstacles and Opportunities.” Working USA, vol. 6, no. 5, Summer 2003, pp. 26-48.

“Rebuilding Market Share: Strategic Dilemmas and Institutional Realities in Market Recovery Efforts.” Proceedings of the Industrial Relations Research Association. (Champaign, IL: IRRA 2002), pp. 6-15.

“Regulating Labor Standards in the United States: New Tools for an Old Problem.” Challenge, January / February 2002, v. 45, no. 1, pp. 47-74.

“Assessing OSHA Performance: Evidence from the Construction Industry.” Journal of Policy Analysis and Management. v.20, no.4 (Fall 2001), pp. 651-674.

“Valuing the Economic Consequences of Work Injury and Illness: A Comparison of Methods and Findings.” American Journal of Industrial Medicine. v. 40, no.4. (October 2001), pp. 418-437.

“Control Your Inventory in a World of Lean Retailing.” with Frederick H. Abernathy, John T. Dunlop, and Janice H. Hammond, Harvard Business Review, November / December 2000, pp. 169-176.

“The Impact of OSHA Enforcement on Regulatory Compliance in the U.S. Construction Industry.” Refereed Session. Proceedings of the Industrial Relations Research Association. (Champaign, IL: IRRA 2000), pp. 83-93.

“Everything Old is New Again: Regulating Labor Standards in the U.S. Apparel Industry.” Proceedings of the Industrial Relations Research Association. (Champaign, IL: IRRA 2000), pp. 146-155.

“Retailing and Supply Chains in the Information Age.” Technology in Society: An International Journal. v.21, no.1 (Winter 2000) with Frederick H. Abernathy, John T. Dunlop, and Janice H. Hammond, pp. 2-27.

"Are Mandated Health and Safety Committees Substitutes or Supplements for Labor Unions?" Industrial and Labor Relations Review. v.52, no.3, April 1999, pp. 339-360. [Lead article].

“Who Holds the Bag? The Impact of Information Technology and Workplace Practices on Inventory.” with Margaret H. Hwang, in Proceedings of the Industrial Relations Research Association, Volume 1, Winter 1998. (Madison, WI: Industrial Relations Research Association), pp. 68-77.

"Regulating the Workplace: The Vexing Problem of Implementation." Advances in Industrial and Labor Relations, v.7 (October 1996), pp. 247-286.

"If OSHA is So Bad Why is Compliance So Good?." RAND Journal of Economics. v. 27, n.3 (Autumn 1996), pp. 618-640.

"Diffusion and Performance of Modular Assembly in the U.S. Apparel Industry." with John T. Dunlop, Industrial Relations, v. 35, n.3 (July 1996), pp. 334-355.

"The Information-Integrated Channel: A Study of the U.S. Apparel Industry in Transition." with Frederick H. Abernathy, John T. Dunlop, Janice H. Hammond, Brookings Papers on Microeconomic Activity. Spring 1995, pp. 175-246.

"Mandating Safety and Health Committees: Lessons from the States." Proceedings of Industrial Relations Research Association. Winter 1995. (Madison, WI: Industrial Relations Research Association), pp. 365-379.

"Employee Rights, Unions, and the Implementation of Labor Policies." Refereed Session. Proceedings of the Industrial Relations Research Association. January 1993. (Madison, WI: Industrial Relations Research Association), pp. 474-481.

"Reforming OSHA: Modest Proposals for Major Changes." New Solutions: Journal of Environmental and Occupational Health Policy. v.2, n.4 (Summer 1992), pp. 26-36.

"Building Safety: Construction Unions and the Implementation of the Occupational Safety and Health Act." Journal of Labor Research, v.13, n.1 (Spring 1992), pp. 121-132.

"Enforcing OSHA: The Role of Labor Unions." Industrial Relations, v. 30, n.1 (Winter 1991), pp. 20-36.

"Government and Labor at the Workplace." Refereed Session. Proceedings of the Industrial Relations Research Association. December 1987. (Madison, WI: Industrial Relations Research Association), pp. 332-337.

PUBLICATIONS--Book Chapters

"Bridging the Academic / Practitioner Divide in Work and Labor." Rose Batt and Joel Cletcher Gershenfeld, eds. *Honoring the Work of Tom Kochan*. (Ithaca, NY: Cornell University Press, Forthcoming).

"Improving Workplace Conditions Through Strategic Enforcement: The US Experience." In Leah Vosko, et al. (eds.) *Closing the Employment Standards Enforcement Gap*. (Toronto: University of Toronto Press, 2020), pp. 260-278.

"Income Inequality, Wage Determination, and the Fissured Workplace." in Bradford DeLong, Heather Boushey, and Marshall Steinbaum, (eds) *On Thomas Piketty's Capital*. (Cambridge, MA: Harvard University Press, 2017), pp. 209-231.

"Fissured Employment: Implications for Achieving Decent Work." in Deirdre McCann, Sangheon Lee, Patrick Belser, Colin Fenwick, John Howe and Malte Luebker (eds) *Creative Labor Regulation: Indeterminacy and Protection in an Uncertain World*. (Basingstoke/Geneva: Palgrave Macmillan/ILO, 2014), pp.108-133.

"Mending the Fissured Workplace." in Stephanie Luce, Jennifer Luff, Joseph McCartin, and Ruth Milkman, eds. *What Works for Low Wage Workers*. (NY: Russell Sage Foundation, 2014), pp. 35-62.

"Evaluating the Efficacy of NLRA Remedies--Analysis and Comparison with Other Workplace Penalty Policies." with Morris Kleiner. Cynthia Estlund and Michael Wachter, eds. *Research Handbook on the Economics of Labor and Employment Law*, (Cheltenham, UK: Edward Elgar, 2012), pp. 209-247.

“Fissured Employment.” *Proceedings of the 63rd New York University Labor Conference*. Ross Davies and Samuel Estreicher, eds. (New York: Kluwer Law International, 2012), pp. 247-290.

“Targeted Transparency.” In Cal Clark and Don-Terry Veal, eds. *Advancing Excellence and Public Trust in Government*. (Lexington Books, 2011), pp.77-81.

“Open Government and Open Society” with Archon Fung. In Daniel Lathrop and Laurel Ruma, eds., *Open Government*. Cambridge, MA: O’Reilly, 2010), pp. 105-113.

“Mighty Monolith or Fractured Federation? Business Opposition and the Enactment of Workplace Legislation.” In Annette Bernhardt, Heather Boushey, Laura Dresser, and Chris Tilly, eds., *The Gloves Off Economy: Problems and Possibilities at the Bottom of the Labor Market*. (Champaign, IL: Labor and Employment Relations Association, 2008), pp. 287-314.

“If OSHA is So Bad, Why is Compliance So Good?” In Thomas Lyons and Stephen Ross, eds., *The Political Economy of Regulation*. (London: Edward Elgar, 2007).

“Individual Rights and Collective Agents: The Role of New Workplace Institutions in the Regulation of Labor Markets.” In Richard Freeman, Larry Mishel, and Joni Hersch, eds., *Emerging Labor Market Institutions for the 21st Century*. (Chicago, IL: University of Chicago Press, 2005), pp.13-44.

“Globalization in the Apparel and Textile Industries: What is New and What is Not?” with Fred Abernathy, John T. Dunlop, and Janice Hammond. In Martin Kenney and Richard Florida eds., *Locating Global Advantage: Industry Dynamics in a Globalizing Economy*. (Palo Alto, CA: Stanford University Press, 2004), pp. 23-51.

"Diffusion and Performance of Modular Assembly in the U.S. Apparel Industry." with John T. Dunlop. In David Levine, ed. *The American Workplace: Skills, Pay, and Employee Involvement*. (Cambridge: Cambridge University Press, 2000), pp. 38-61.

“The Role of Unions and Collective Bargaining in Preventing Work-Related Disability.” with Susan J. Schurman, Paul Landsbergis, and Barbara A. Israel. In Terry Thomason, John Burton, and Douglas Hyatt, eds. *New Approaches to Disability in the Workplace*. (Madison, WI: Industrial Relations Research Association, 1998), pp. 121-154.

"Analyzing Regulatory Performance: Insights on the Implementation of Federal Workplace Policy." In Bruce E. Kaufman, ed. *Government Regulation of the Employment Relationship*. Fiftieth Annual Research Volume. (Madison, WI: Industrial Relations Research Association 1997), pp. 429-474.

"OSHA Reform." In Charles Levenstein and John Wooding, eds. *Environment, Work and Health: Old Problems, New Solutions*. (New York: Guilford Press, 1997), pp. 407-425.

PUBLICATIONS—Non-Refereed Journals and Publications

“This Ancient Atrocity: The Return of Child Labor in the United States: Why Now? What Can be Done?.” Harvard Kennedy School, Ash Center for Democratic Governance and Innovation. Policy Brief, December 2023.

(<https://ash.harvard.edu/publications/%E2%80%9Cancient-atrocity%E2%80%9D-return-child-labor-united-states-why-now-what-should-be-done>).

“Child Labor Redux: Why Now? What to Do?” *Perspectives on Work*, v. 27, 2023, pp. 24-27.

“What’s a Gig Job? How It’s Legally Defined Affects Workers Rights and Protections. *The Conversation*. January 9, 2023. (<https://theconversation.com/whats-a-gig-job-how-its-legally-defined-affects-workers-rights-and-protections-194424>).

“New Laws for the Fissured Workplace.” *The American Prospect*. April 29, 2020. (<https://prospect.org/labor/new-laws-for-the-fissured-workplace>).

“Why Having Fewer OSHA Inspectors Matters.” *The Conversation*. March 6, 2020. (<https://theconversation.com/why-having-fewer-osh-inspectors-matters-129209>).

“Recognizing the ‘Present of Work’ in the Setting Future Workplace Policies.” *The Future of Real Jobs: Round Two*. *The American Prospect*, May 29, 2019. (<https://prospect.org/authors/steven-greenhouse-lawrence-mishel-katherine-vw-stone-david-weil>).

“Why the Fissured Workplace is Bigger than the Contingent Worker Survey Suggests.” *The Future of Real Jobs: A Prospect Roundtable*. *The American Prospect*, May 14, 2019. (<https://prospect.org/article/future-real-jobs-prospect-roundtable>).

“Ratcheting Up Workplace Protections.” *The Future of Workplace Regulation*. *The Regulatory Review*. April 1, 2019. (<https://www.theregreview.org/2019/04/01/weil-ratcheting-up-workplace-protections/>).

“Why We Should Worry About Monopsony.” Institute for New Economic Thinking, Commentary, September 2018. (<https://www.ineteconomics.org/perspectives/blog/why-we-should-worry-about-monopsony>).

“Workers Shouldn’t Have to Sign Away their Rights to Class Action Lawsuits.” *Harvard Business Review*. June 2018. (<https://hbr.org/2018/06/workers-shouldnt-have-to-sign-away-their-rights-to-class-action-lawsuits>).

“Reflecting on a Fissured World.” *Perspectives on Work*, v. 21, 2017, pp. 42-44.

“Lots of Employee Get Misclassified as Contractors: Here’s Why It Matters.” *Harvard Business Review*, July 2017 (<https://hbr.org/2017/07/lots-of-employees-get-misclassified-as-contractors-heres-why-it-matters>)

"How to Make Employment Fair in an Age of Contracting and Temp Work. " *Harvard Business Review*, March 2017 (<https://hbr.org/2017/03/making-employment-a-fair-deal-in-the-age-of-contracting-subcontracting-and-temp-work>)

“Labor Standards, the Fissured Workplace, and the On-Demand Economy.” with Tanya Goldman. *Perspectives on Work*, v. 20, 2016, pp. 26-29.

“Nonprofits and the Proposed Overtime Rule.” *MSAE Impact*. January 2016, pp. 6-7.

“Employee or Independent Contractor?” *NYU Labor & Employment Law*. Issue 11, Fall 2015. p.4.

“Fissured Workplace.” John T. Dunlop Memorial Lecture Publication Series. Harvard Law School Labor and Worklife Program, Cambridge, MA, 2016.

“Vignettes from the Modern Workplace.” *World Financial Review*. May 28, 2014.

“How Finance Guttled American Manufacturing—Comment.” *Boston Review*, March / April 2014, pp. 27-28.

“A Glass Half-Empty or Half-Full? *Rethinking Workplace Regulation: Beyond the Standard Contract of Employment—Review.*” *Perspectives on Work*, vol. 17, no.1-2, (Fall 2013), pp. 67-69.

“Protecting Workers in Fissured Workplaces.” *Perspectives on Work*. Summer 2011 / Winter 2012, pp. 38-42.

“Reflections on Internal Union Administration.” *Annual Proceedings of the Labor and Employment Relations Association*, (Champaign, IL: LERA, 2011), pp.184-187.

“From Food to Finance: What Makes Disclosure Policies Effective?” with Archon Fung, Mary Graham and Elena Fagotto, *The Taubman Center Report, 2005*, John F. Kennedy School of Government, Harvard University, pp. 21-23; (also published as *Taubman Center Policy Briefs*, PB-2005-3, April 2005).

“Making Transparency Sustainable.” With Archon Fung and Mary Graham. *The Taubman Center Report*, Spring 2003, pp. 28-29.

“Controlling Sweatshops: New Solutions to an Intransigent Problem.” *The Taubman Center Report*, John F. Kennedy School of Government, Harvard University, June 2000, pp. 4-5.

“Public / Private / Non-Profit: Shifting Perimeters, Emerging Opportunities.” With Candida Brush and Donald Smith, *The Manager*, Spring 1999, pp. 27-29.

“Union Strategies for Preventing Work-Related Disability: A Policy Framework.” with Susan J. Schurman, *Labor Law Journal*, Fall 1998.

“Discussion: Collective Bargaining and Economics,” in *Proceedings of the Industrial Relations Research Association*, Volume 1, Winter 1998. (Madison, WI: Industrial Relations Research Association), pp. 272-273.

"Labor Unions and Strategic Choice." *The Labor Digest*. v.2, n.1 (January 1995), pp. 4-15.

"OSHA at Twenty: The Problem of Enforcement." *Safe Measures*, Publication of the UBC Health and Safety Fund of North America, v.1, n.3 (October / November 1991), p.2.

"Unions and the Prevention of Injury and Disease at the Workplace." Association of Trial Lawyers of America / Massachusetts Institute of Technology Section on Industrial Relations, *Safe Work: Preventing Injury and Disease at the Workplace*. (Washington, D.C.: Association of Trial Lawyers of America, 1991), pp. 16-18.

"Unions and Technology Choice." *Governance: Harvard Journal of Public Policy*, Spring 1985.

PUBLICATIONS—Book Reviews

Book Review: *Where Bad Jobs Are Better: Retail Jobs Across Countries and Companies* by Françoise Carré and Chris Tilly. *ILR Review*, v. 72. no. 1, January 2019, pp. 253–255.

Book Review: *Building More Effective Unions*. by Paul Clark. *Industrial and Labor Relations Review*, v. 55, no.3, April 2002, pp. 545-546.

Book Review: *Managing Tomorrow's High Performance Unions*. by Thomas Hannigan. *Industrial and Labor Relations Review*, vol. 53, no.1, October 1999, pp. 163-165.

PUBLICATIONS—Major Reports

Compliance and the Complaint Gap: Labor Standards Violations in the California Service Sector. with Daniel Schneider, Elizabeth Kuhlman and Kristen Harknett. Shift Project / Malcom Weiner Center for Social Policy, Harvard Kennedy School. May 2024.

Measuring Alternative Work Arrangements for Research and Policy. National Academies of Science, Engineering and Medicine, Committee on Contingent Work and Alternative Work Arrangements / Committee on National Statistics. Washington, DC, 2020.

Findings and Implications of the Report to the Joint Task Force on Employee Misclassification and the Underground Economy: Contractor Use, Analysis, and Impact Results. With James B. Rebitzer. Massachusetts Joint Task Force on Employee Misclassification, March 2013.

A Study of Food Safety and Other Consequences of Publishing Establishment-Specific Data. National Research Council-National Academy of Sciences. Committee on Disclosure. November 2011.

Improving Workplace Conditions through Strategic Enforcement. Report to the Wage and Hour Division, U.S. Department of Labor, May 2010.

“Services Offshoring Working Group—Final Report.” With Timothy Sturgeon (lead author), Frank Levy, Clair Brown, and J. Bradford Jensen. Monograph. Cambridge, MA: Industrial Performance Center, September 2006.

“The Political Economy of Transparency: What Makes Disclosure Policies Effective? With Archon Fung, Mary Graham and Elena Fagotto. Monograph. Ash Institute for Democratic Governance and Innovation, OP-03-04. John F. Kennedy School of Government, December 2004.

“Making OSHA Enforcement More Effective: Alternatives for Improved Inspection Targeting in the Construction Industry.” Monograph. Silver Spring, MD: Center to Protect Workers Rights, June 2004.

“The Political Economy of Transparency: What Makes Disclosure Policies Sustainable?.” With Mary Graham and Archon Fung. Monograph. Institute for Government Innovation, OPS-02-03. John F. Kennedy School of Government, February 2003.

PUBLICATIONS—Op Eds and Blogs

“How to Determine if a Business is COVID-19 Safe? Create a Restaurant-style Grading System.” With Archon Fung and Mary Graham. *Los Angeles Times*, June 9, 2020.

<https://www.latimes.com/opinion/story/2020-06-09/restaurant-grade-ratings-covid-19-businesses>).

“Why Americans Don’t Know About Their Right to Paid Sick Leave.” With Chris Lu and M. Patricia Smith. *Newsweek*, May 10, 2020. (<https://www.newsweek.com/why-americans-dont-know-about-their-right-paid-sick-leave-opinion-1501532>)

“Are Companies Too Reliant on Independent Contractors?” *HR Magazine*, Winter 2019.

“Call Uber and Lyft Drivers What They Are: Employees.” *Los Angeles Times*, July 5, 2019.

“Gig economy is no excuse for lax protections for American workers.” *The Hill*, April 16, 2018.

“Restaurants Have No Right to Take Employees’ Tips.” With Heidi Shierholz. *The Guardian*, February 6, 2018.

“Millennial Employees Aren’t the Problem. The Transformed Workplace Is.” *Huffington Post*, December 14, 2017.

“Defend Obama’s Overtime Policy.” *US News and World Report*. October 25, 2017.

“Labor Day Should Really be Called ‘Inequality Day,’” *Huffington Post*, September 1, 2017.

“Want to Know if a Job is Safe? The Government Should Let You Find Out.” with David Michaels. *The Hill*, May 30, 2017. <available at <http://thehill.com/blogs/pundits-blog/labor/335651-want-to-know-if-a-job-is-safe-the-government-should-let-you-find-out#bottom-story-socials>>

U.S. Department of Labor blog posts as U.S. Wage and Hour Administrator, 2014-2016. <available at www.fissuredworkplace.net>

- “Garment Industry’s Wage Violations Share Common Threads.” December 22, 2016.
- “Behind the Myths: The Truth About Overtime.” May 26, 2016.
- “Plenty of Options with New Overtime Rule.” May 18, 2016.
- “Flexibility and Fair Pay—You Can Have Both.” February 18, 2016.
- “The Future of Work is Now.” with Sharon Block. December 17, 2015.
- “Retail Workers Vulnerable to Wage Violations.” November 25, 2015.
- “All Workers Have Rights.” with David Michaels. September 3, 2015.
- “Nonprofits and the Proposed Overtime Rule.” August 26, 2015.
- “Are You Owed Back Wages as a Result of a Wage and Hour Investigation?” June 16, 2015.
- “FMLA: Protecting One, Protecting All.” June 4, 2015.
- “Measuring Real Impacts for Workers.” February 26, 2015.
- “Protecting the Fruits of Labor.” with Phyllis Borzi. February 4, 2015.

- “The Things that Matter in this Holiday Season.” December 23, 2014.
- “Black Friday Might Not Mean a Good Deal for Workers.” November 25, 2014.
- “Employers Must Know the Rules.” November 17, 2014.
- “Strategic Enforcement to Maximize Impact.” October 31, 2014.
- “The Fissured Workplace.” October 17, 2014.
- “An Announcement Concerning the Home Care Final Rule.” October 7, 2014.
- “Partnering to Give Workers a Voice.” June 18, 2014.

“The Short-Sighted Attack on Collective Bargaining.” The Angle-Boston Globe. May 28, 2011. <available at http://www.boston.com/bostonglobe/editorial_opinion/blogs/the_angle/2011/05/collective_barg.html>.

“Transparency and the Fiscal Crisis.” Commonwealth Unbound. October 19, 2008. <available at <http://www.cwunbound.org/2008/10/the-fix-were--3.html>>.

“Fixing the Misinformation Age.” with Archon Fung. Boston Globe. April 10, 2007, p. A16.

“Apparel Apocalypse? The Americas’ Textile Industries Won’t Die When Quotas Do.” with Frederick Abernathy. Washington Post, November 18, 2004.

“OSHA: Beyond the Politics.” Featured companion article for PBS Frontline episode, “A Dangerous Business.” www.pbs.org/wgbh/pages/frontline/shows/workplace/osha/, January 2003.

“Clarifying Transparency.” with Mary Graham and Archon Fung. Financial Times, April 23, 2002, p. 15.

“Lean Retailers Have Edge Over Net Firms.” with Frederick H. Abernathy, John T. Dunlop, and Janice Hammond, Boston Globe, August 31, 1999, p. D4.

“AOL Struggling with Economics 101.” Journal of Commerce. February 19, 1997.

WORKING PAPERS

“Voluntary Minimum Wages.” With Ellora Derenoncourt. National Bureau of Economic Research Working Paper 32546, May 2024.

“Evaluating the Effectiveness of National Labor Relations Act Remedies: Analysis and Comparison with Other Workplace Penalty Policies.” With Morris Kleiner. National Bureau of Economics Research Working Paper 16626, December 2010.

“Individual Rights and Collective Agents: The Role of Old and New Institutions in the Regulation of Labor Markets.” National Bureau of Economics Research Working Paper 9565, March 2003.

"The Impact of Safety and Health Committees on Enforcement: Lessons from Oregon." Working Papers, (Washington, DC: Economic Policy Institute, November 1994).

GRANTS OBTAINED

WorkRise Foundation. "Building Strategic Enforcement of Labor Standards to Improve Worker Welfare and Opportunity." January 2024-Present.

Ford Foundation. "Just Work: A Research Program." July 2023-Present.

Margaret Casey Foundation / Amalgamated Foundation. "Public Dollars for the Public Good Fellowship." July 2022-Present.

Alfred P. Sloan Foundation. "A Broader Conception of Outsourcing and its Impacts." January 2020-2022.

Equitable Growth. "Do Social Norms Around Pay Influence the Wage-Setting Behavior of Firms?" Spring 2019-2022.

Russell Sage Foundation. "The Effects of Public, Private, and Social Institutions on Wages: An Exploratory Study." July 2019-2022.

The Workers Lab. Advisor. "Creating Financial Relief for Low Wage Workers." May 2018-2020.

Institute for New Economic Thinking. Principal Investigator. "Looking Under the Hood: How the Fissured Workplace has Transformed Employment." July 2018-June 2019.

Institute for New Economic Thinking. Principal Investigator. "Who's Responsible Here? Establishing Legal Responsibility in the Fissured Workplace." July 2018-June 2019.

National Institute of Occupational Safety and Health / Harvard Education and Research Center. Co-Principal Investigator. "Impact of Contracting on Health and Safety in Underground Coal Mining." September 2011-July 2012.

U.S. Department of Labor, Wage and Hour Division. Principal investigator in two contracts to evaluate strategies to improve labor standards compliance. January 2009-May 2011.

Russell Sage Foundation. Co-Principal investigator. "Labor Standards and Labor Migration: A US / Mexico Comparative Study." September 2009-December 2011.

Open Society Institute. "Using Collaborative Transparency to Monitor the Stimulus." September 2009-December 2010.

U.S. Department of Transportation. “Using Transparency to Improve Transportation System Performance.” September 2009-August 2011.

Russell Sage Foundation. Principal investigator. “Examining the Underpinnings of Labor Standards Compliance in Low-Wage Industries.” September 2008-May 2011.

U.S. Department of Labor, Wage and Hour Division. Principal investigator in five grants and contracts to measure and evaluating the performance of labor standards regulations. (Five separate grants). November 2002-December 2008.

Ash Institute for Democratic Governance and Innovation. Co-principal investigator in a grant to study the effectiveness of transparency policy. May 2005-June 2006

Smith Richardson Foundation. Co-principal investigator in a grant to study the effectiveness of transparency policy as a regulatory tool. July 2003-December 2005.

Center to Protect Workers Rights / National Institute of Occupational Safety and Health. Principal investigator in a grant to study new methods for OSHA enforcement in the construction industry. March 2002-February 2003.

Georgetown University Center for Business and Public Policy. Grant to study factors affecting the performance of transparency as a regulatory device. September 2002-August 2003.

Institute for Government Innovation—John F. Kennedy School of Government. Co-investigator in a study of information disclosure as a regulatory tool. January 2002-December 2003.

Jerry Wurf Memorial Fund, John F. Kennedy School of Government. Grant to develop cases and associated teaching materials on labor union decision-making and strategy, September 2000-June 2001.

Alfred P. Sloan Foundation. Principal investigator in a study of global trends in the textile- apparel-retail industries, September 1997 - June 2002.

Alfred P. Sloan Foundation. Principal investigator in a study of competitive change in the U.S. apparel and textile industry, Spring 1991 – April 2001.

National Institutes of Health--NIOSH. Co-investigator in a grant to study alternative methods of measuring the burden of occupational illness and injury, August 1996 - December 1998.

Center to Protect Workers Rights. Study of the safety and health enforcement, compliance, and performance in the U.S. construction industry. Summer 1996 - Fall 1998.

National Science Foundation--Division of Law and Social Sciences. Grant to undertake comprehensive study of enforcement and compliance under the Occupational Safety and Health Administration, Fall 1992 - Spring 1995.

Economic Policy Institute. Grant to undertake study of the impacts of safety and health committees on enforcement of the Occupational Safety and Health Administration, Winter - Spring 1994.

Human Resource Policy Institute, Boston University. Grant to study business response to health and safety regulation, Spring 1992.

BUSINESS / PUBLIC POLICY / LABOR UNION CASES

“Texting and Driving (A) and (B)” with Anish Kanabar. Boston University School of Management Case Program, February 2011.

“Better Living Through Labels? The Case of Automobile Fuel and Economy and Emissions Disclosure.” With Anish Kanabar. Boston University School of Management Case Program, December 2010.

“Greening up Their Act: Perc and the Dry Cleaning Industry.” Boston University School of Management Case, March 2009.

“What Do Members Want? The MGEU Resource Center.” with Brenda Hasiuk, Bonnie Neal, and Elaine Bernard. Harvard Law School Labor and Worklife Program Case Program, August 2008.

“Should Side Air Bags be Mandatory?” Boston University School of Management Case, TC 2004-07.

“Reducing Acid Rain: The Clear View from a Dirty Utility.” Boston University School of Management Case, TC 2003-03.

“Driving Miss Daisy? A Public Policy Dilemma.” Boston University School of Management Case, TC 2002-09.

“Pennsylvania State Corrections Officers Association.” With Cindy McManus and Elaine Bernard. Harvard University Trade Union Program Case Program, March 2003.

“University of California Contract Campaign (A) and (B).” With Alison Porter and Elaine Bernard. Harvard University Trade Union Program Case Program, September 2002.

“Maritime Union Australia.” With Elaine Bernard and Barbara Pocock. Harvard University Trade Union Program Case Program, March 2001.

“British Columbia Nurses Union (A) and (B).” With Elaine Bernard. Harvard University Trade Union Program Case Program, September 2001.

WEB-BASED APPLICATIONS

“Strategic Choice Assessment Tool.” A web-based tool to assist labor union leaders to evaluate the strategic position of their union, based on models described in various articles I have written on strategic choice for labor unions. Access at www.scatsurvey.co.uk (United Kingdom version).

SELECTED PRESENTATIONS SINCE 2013 (Additional information on selected presentations from 1991-2012 available upon request)

“Wedding Theory and Practice in the Regulation of Lead Firms in a Fissured Economy.” Keynote address. 2024 Labor Conference, University of Rochester, Simon Business School, May 10, 2024.

“Just Work: Choices and Options at this Critical Moment,” Keynote address. Modern Work and Workers Voices Virtual Conference, California Labor Lab / Center for Occupational and Environmental Health, University of California, Berkeley. May 8, 2024.

“This Ancient Atrocity.” CARES Meeting, OSHA / Wage and Hour Division, Virtual Conference, May 2, 2024.

“This Ancient Atrocity: Return of Child Labor in the United States.” T.H. Chan School of Public Health, Harvard University. March 4, 2024.

“The Task of Government: Views from a former Administrator.” Workshop / Open Society Foundation. Washington, DC, November 2, 2023.

“Work of the Future.” Going to Work Conference, Bloomberg Beta. Baltimore, MD, October 4, 2023.

“New Approaches to Local Enforcement.” Labor and Employment Relations Association, 75th Annual Meeting, Detroit, MA, June 3, 2023.

“Who is an Independent Contractor? New Rules for Determining Status.” Labor and Employment Relations Association, 75th Annual Meeting, Detroit, MA, June 1, 2023.

“Reflections on Strategic Enforcement in the Obama Administration.” Canadian Ministry of Labor, Senior Labor Program Officers, (Virtual), May 5, 2023.

“Is This the End of Employment?” (Virtual), May 3, 2023.

“Just Work.” Harvard Kennedy School of Government, Ash Center for Democracy. April 7, 2023.

“Regulating the Labor Market in the Future.” Boston University Law School, Boston, MA, March 16, 2023.

“What Child Labor Tells Us about the State of Labor Policy.” Harvard Institute for Retirement Learning.” Seminar on Public Policy. March 3, 2023.

“What Up with the Labor Market? Why Does it Matter for Occupational Safety and Health?” NIOSH Occupational Health Surveillance Meeting, Atlanta, GA (Virtual). December 7, 2022.

“Public Dollars for Public Good: Options and Opportunities.” Marguerite Casey Foundation Convening. Chicago, IL. November 18, 2022.

“Who’s Responsible Here?: New Laws for New Work Arrangements.” University of Connecticut Law School. Hartford, CT. October 25, 2022.

“Future of Guest Workers in Agriculture in Mexico and the US.” Panelist. Woodrow Wilson Center for Scholars, Mexico Institute. Washington, DC, October 18, 2022.

“Labor Policy in the Biden Administration: Lessons So Far.” Conference on the Future of the Labor Movement. Princeton University Industrial Relations Section, October 1, 2023.

“Bridging the Academic / Practitioner Divide in Work and Labor.” Festschrift. Honoring the Work of Tom Kochan. MIT Sloan School, Cambridge, MA. September 24, 2022.

“Fissured Workplace and the Evolving Global Supply Chain.” Transparency and Global Supply Chains. New York University, Stern School of Business. (Virtual) September 16, 2022.

“What Can Labor Do at this Unusual Moment?” Labor Compliance Officers Association, State of California (Virtual). July 28, 2022.

“What’s Up with the Labor Market? Why Does it Matter to Occupational Health and Safety? National Institute of Occupational Safety and Health, Health Surveillance States Annual Meeting, (Webinar), December 7, 2022.

“The Impact of Work Reorganization on Worker Well-Being.” Keynote (Virtual) University of Texas / Center for Disease Control International Conference on Occupational Health and Safety, December 10, 2021.

“Addressing the Fissured Workplace in the Covid Era.” University of Minnesota, Seminar in Economic Policy. (Virtual), October 28, 2021.

“Occupational Health and Safety and Wage Theft: Linkages in the Modern Workplace.” Annual Meetings of the American Public Health Association (Virtual). October 25, 2021.

“Spillover Impacts of Voluntary Minimum Wages.” Economics / Heller School Joint seminar, Brandeis University, April 15, 2021.

“Migrant Workers’ Access to Justice for Wage Theft.” ILAW Network / Australia Solidarity Center / University of New South Wales, and the University of Technology Sydney. March 25, 2021.

“Future of Distribution Work.” Keystone Research Institute Virtual Panel. March 4, 2021.

“The Gig Economy and Workplace Fissuring.” University of Illinois Virtual Seminar. February 18, 2021.

“Protecting Agricultural Workers.” Economic Policy Institute Virtual Panel. February 10, 2021.

“Drivers of Workplace Inequality.” Federal Reserve Board of Atlanta Research Virtual Conference. February 2, 2021.

“What is Strategic Enforcement and Why is it Important?” California Labor Compliance Officers' Coalition, Virtual Meeting January 28, 2021.

“Platforms Rule / Ruling Platforms: Challenges and Prospects for the Modern Workplace.” Sloan Foundation / Upjohn Institute Outsourcing Network Virtual Meeting. January 7, 2021.

“Payroll Fraud in the Construction Industry.” Virtual Panel on the Old Gig Economy. American Economics Association Annual Meeting. January 3, 2021.

“Spillover Impacts of Voluntary Minimum Wages.” Equitable Growth Conference: Wage Inequality and Firms. Virtual Conference. December 7, 2020.

“Wage Enforcement.” Research Convening on State and Local Workers Rights Enforcement. Public Rights Foundation. November 17, 2020.

“Stopping Wage Theft: Role of Enforcement.” Equitable Growth / Rutgers University Conference. Virtual Conference. September 30, 2020.

“Fissured Workplace and Iceland.” Icelandic Confederation of Labor (ASI) and Public Sector Workers Union Iceland (BSRB). September 9, 2020.

“Outsourcing and Responsible Investment.” New York University, Conference on Responsible Investment, Virtual Panel. July 28, 2020.

“Uber and Lyft and Worker Misclassification.” Massachusetts Attorney General Office. Panelist. July 14, 2020.

“Making the Gig Economy Work for Gig Economy Workers.” German Marshall Fund Webinar. July 15, 2020.

“The Impact of Emergency Cash on Gig Workers.” The Workers Lab. Virtual Panel, May 21, 2020.

“Covid-19 and the Impacts on Low Wage Workers.” Labor and Employment Relations Association Covid-19 Virtual Panel Series, May 21, 2020.

“Opportunities for Federal Labor Policy Reform.” Harvard Kennedy School of Government. Cambridge, MA, April 15, 2020 (virtual).

“More Worlds to Negotiate: The Legacy of John T. Dunlop.” The Dunlop Memorial Forum, Harvard Law School Labor and Worklife Program. Cambridge, MA, March 5 2020.

“Labor, Technology and Growth: Towards a Gini Negative Solution.” Institute for New Economic Thinking / Stanford University. Stanford, CA, February 28, 2020.

“Who’s Responsible Here? A New Framework for Labor Policy.” Urban Institute / Aspen Institute Future of Work Initiative. New York, NY, January 15, 2020.

“The Future of Work.” Testimony before the House Committee on Labor and Education. US House of Representatives, Washington, DC, October 23, 2019.

“Strategies for Confronting Wage Theft.” Conference Celebrating the Centenary of the International Labor Organization and the Future of Women’s Labor Rights.” Yale University / ILO. New Haven, CT, October 11, 2020.

“The Challenges of Workplace Enforcement. Sixth Annual Betta Ehrenfeld Public Policy Forum, Frances Perkins Center, Portland, ME, September 18, 2019.

“Strategic Enforcement: Reflecting on the US Wage and Hour Experience.” Symposium on Protecting Workers in Precarious Labor. Work, Organization, and Society Division, University of Sydney, Sydney, NSW, Australia, August 16, 2019.

“Employment Transformed: An Academic and Applied Perspective.” 27th Annual Kingsley Laffer Memorial Lecture. University of Sydney, Sydney, NSW, Australia, August 15, 2019.

“Outsourcing and the Fissured Workplace: Relationships and Implications.” 3rd IZA Institute of Labor Economics / Upjohn Institute for Employment Research Labor Statistics Workshop: Contract Work. Kalamazoo, MI, July 23, 2019.

“Who's Responsible Here? Establishing Legal Responsibility in the Fissured Workplace.” with Tanya Goldman, CLASP, LERA 71st Annual Meeting, Cleveland, OH, June 14, 2019.

“Strategic Enforcement: Can the Federal Experience be a Laboratory for the States?” LERA 71st Annual Meeting: Ahead, Cleveland, OH, June 14, 2019.

“Work Restructuring and its Impact on Investment Strategy.” Trustee Leadership Forum for Retirement Security's Annual Convening, Harvard Kennedy School of Government, Cambridge, MA, June 5, 2019.

“Building Better Workplaces.” with Aron Ain, CEO of Kronos. JVS Economic Opportunity Forum, Jewish Vocational Services, Boston, MA, May 15, 2019.

“Income Inequality and the Present of Work.” Harvard Educational Resource Center, Harvard School of Public Health, Boston, MA. March 25, 2018.

“Jobs in the Digital Age.” Going Digital Summit. Organization for Economic Co-operation and Development (OECD), Paris, France. March 12, 2019.

“Misclassification and the Fissured Workplace: Problems and Steps Forward.” Executive Council, International Union of Bricklayers and Allied Craftworkers, San Diego, CA, March 5, 2019

“Robotland: The Future of Labor Policy and Work in an AI World” John F. Kennedy Jr. Forum at Harvard Kennedy School, Cambridge, MA. February 27, 2019.

“A Firm-Level Explanation for Stagnant Wages?” American Economics Association Annual Meetings 2019. Allied Social Science Association, Atlanta, GA. January 4, 2019.

“Improving Employment and Earnings in Twenty-First Century Labor Markets” Panelist. Allied Social Science Association Annual Meeting 2019, Atlanta, Georgia. January 4, 2019.

“Inequality, the Fissured Workplace, and the Union City.” Keynote address. The Second International Forum on Transforming Cities for Decent Work. Seoul, Republic of South Korea. December 9, 2018.

“Strategic Enforcement for the States: A Federal Government Perspective.” Keynote address. CLASP Making Paid Sick Days Work: Sharing Strategies. Suffolk University Law School, Boston, MA, November 10, 2018.

“Ratcheting Federalism for Workplace Policy.” Symposium on Federalism in US Work Regulation. Rutgers School of Management & Labor Relations / Cornell School of Industrial and Labor Relations, Rutgers University, New Brunswick, NJ, November 9, 2018.

“Why Job Quality Matters to New England’s Economic Well-Being.” Raising the Floor: Strategies that Make Jobs Work for All. Federal Reserve Bank of Boston, Providence, Rhode Island, October 2018.

“The Future of Work and the Fissured Workplace.” Improving Employment and Earnings in the Twenty-First Century Labor Markets. Russell Sage Foundation. New York, NY, September 21, 2018.

“The Fissured Workplace and The Future of Work and Unions.” AFL-CIO Commission on the Future of Work and Unions. Washington, DC, September 14, 2018.

“Erosion: The Fissured Workplace and the Future of Work.” Conference on the Future of Work in the Netherlands. FNV (Netherlands Trade Union Council). Amsterdam, Netherlands, July 6, 2019.

“Inequality and the Fissured Workplace.” New Approaches to Economic Challenges Seminar Series. Organization for Economic Co-Operation and Development (OECD) Paris, France, July 3, 2019.

“Monopsony and Income Inequality: Hidden Connections.” Unrigging the Market: Convening to Restore Competitive Labor Markets. Harvard Law School. June 13, 2018.

“Strategic Enforcement: US Perspectives.” Closing the Enforcement Gap Conference. York University. Toronto, Ontario, May 3, 2018.

“High Skilled Workers and Federal Guest Worker Programs.” National Bureau of Economic Research Conference on High Skilled Immigration Policy. Cambridge, MA, April 27, 2018.

“Higher Education and the Fissured Workplace.” Keynote. The National Center for the Study of Collective Bargaining in Higher Education and the Professions, Hunter College, City University of New York, NY, NY, April 16, 2018.

“Strategic Enforcement and Regulatory Policy.” University of Pennsylvania Law School, Regulation Seminar. April 4, 2018.

“Enforcing the Fair Labor Standards Act.” Keynote. Conference on the 80th Anniversary of the Fair Labor Standards Act.” Constitutional Law Association / National Consumer League. Washington, DC, March 28, 2018.

“The Future of Work: How Technology & Automation Impact Workers Rights and Job Quality.” Joint Hearing of the California Senate Labor and Industrial Relations Committee and Assembly Labor Committee, March 20, 2018.

“Labor Builds the Future of Work.” California AFL-CIO Annual Convention. Sacramento, CA, March 19, 2018.

“The Future of Work and the Fissured Workplace.” Hewlett / Omidyar Foundations, Workshop on the Future of Work. Menlo Park, CA, February 22, 2018.

“Inequality and the Fissured Workplace: Policy Implications.” Boston University Law School Distinguished Speaker. Boston, MA, February 8, 2018.

“How Can Social Insurance Better Address the Risks of Nonstandard Work?” Keynote. National Academy of Social Insurance. Washington, DC, January 29, 2018.

“Jobs, Work, and Skills.” Going Digital. OECD, Paris France, November 13, 2017.

“Income Inequality, Wages, and the Fissured Workplace.” Koskie Minsky University Lecture. Western University School of Law, London, Ontario, Canada, November 3, 2017.

“The Fissured Workplace and the Future of Work.” Worker Well-Being and Sustainable Business Health Conference. National Institute for Occupational Safety and Health and the Center for Health, Work & Environment, University of Colorado Public Health School, Denver, CO, October 26 – 27, 2017.

“Worker Misclassification: Causes and Consequences.” United Brotherhood of Carpenters Annual Leadership Meeting, Washington, D.C. September 20, 2017

“Wage and Hour Under the Obama Administration.” 69th Annual Meeting of the Labor and Employment Research Association, Plenary Panel, Anaheim, CA, June 1, 2017.

“Inequality and the Evolving Workplace.” Annual Meeting of the National Academy of Arbitrators. Distinguished Speaker Address. Chicago, IL. May 25, 2017.

“Employment Restructuring and its Impacts on Workers.” What Happened in Wisconsin?. Roundtable Session for U.S. Congressional Delegation on the Future of Work, Wages, and Labor. University of Wisconsin. Madison, WI. April 20, 2017.

“Undertaking Strategic Enforcement.” Labor Program / Employment and Social Development Canada, Government of Canada. Ottawa. April 18, 2017.

“The Organization of Work and Production.” The Future of Work We Want: A Global Dialogue. International Labor Organization. Geneva, Switzerland. April 6-7, 2017.

“The Fissured Workplace and Income Inequality.” MIT Conference on Finance and Sustainability. MIT Department of Urban Studies and Planning, April 3, 2017.

“Learning the Lessons of Strategic Enforcement at the Federal and State Level.” Convening on State and Local Labor Law Enforcement.” Open Society Foundation. New York, NY. March 6, 2017.

“The Future of Work: Perspectives from the U.S.” International Roundtable on the Future of the Global Economy. Singapore, January 25-26, 2017.

“The Obstruction or Promotion of Prosperity: Future Pathways.” Center on Capitalism and Society, Columbia University. New York, NY, November 18, 2016.

“The Regulatory Climate Facing Healthcare.” Keynote panel. Healthcare Staffing Summit, Washington, DC, November 10, 2016.

“The Rise and Implications of the 1099 Economy.” Columbia University, Center for International Affairs. October 25, 2016.

“Income Inequality, Wage Determination, and the Fissured Workplace.” Labor and Employment Relations Association / Industry Studies Association Plenary Panel / Annual Meetings. Minneapolis, MN, May 26, 2016.

“Understanding Workplace Policy: A Public Health Perspective.” Harvard University Department of Public Health. Boston, MA, April 21, 2016.

“Is There Still a Role for Labour Policy in the New World of Work?” Sefton-Williams Memorial Lecture. University of Toronto. Toronto, Ontario, March 31, 2016.

“The Fissured Workplace and the On-Demand Economy.” The On Demand Economy Roundtable. MIT Initiative on the Digital Economy. Cambridge, MA, March 14, 2016.

“Mending the Fissured Workplace.” Benjamin Aaron Memorial Lecture. University of California Los Angeles. Los Angeles, CA, February 23, 2016.

“The Future of Workplace Policy.” John T. Dunlop Memorial Lecture. Harvard University. Cambridge, MA. February 12, 2015.

“The Fissured Workplace and Workplace Policy.” Keynote Address. Labor and Employment Relations Association, Annual Meeting. Portland, OR, May 2014.

PRESENTATIONS May 2014- January 2017 as Wage and Hour Administrator, U.S. Department of Labor. Presentations, speeches and testimony to the following organizations:

- U.S. Senate and Select Committees
- U.S. House of Representatives and Select Committees
- Executive Office of the President and Executive Agencies.
- Presentations and keynote addresses at national business associations, working groups, and panels.
- Presentations and keynote addresses at Labor union and worker advocacy organizations.
- State and local government associations including the National Governors Association and the U.S. Conference of Mayors.
- Speeches to international government, labor, and business delegations.
- Meetings and conferences convened at the U.S. Department of Labor.

“The Fissured Workplace.” Watson Institute for International and Public Affairs. Brown University. Providence, Rhode Island. April 1, 2014.

“The Fissured Workplace” International Labour Organization. Geneva, Switzerland, March 2, 2014.

“Ensuring Employer Accountability in Multi-Tiered Employment Structures.” 2013 Annual Convention of the National Employment Lawyers Association, Denver, CO, June 28, 2013.

“Common Standards in Disaggregated Organizations.” Keynote Address, Institute of Medicine of the National Academies, Committee on DHS Occupational Health and Operational Medicine Infrastructure, Washington, DC: National Academy of Sciences, June 11, 2013.

“Fissured Employment Relations and Strategic Enforcement.” 65th Annual Meeting of the Labor Employment Relations Association, St. Louis, MO, June 7, 2013.

“Fissured Employment and Occupational Health Surveillance.” Council of State and Territorial Epidemiologists Occupational Health Surveillance Subcommittee Meeting, Washington, DC, April 18, 2013.

“Perils and Promise of Targeted Transparency.” Conference on Responsible Regulation. Tulane University, New Orleans, Louisiana, March 1, 2013.

“Enforcement Challenges in a Fissured Workplace.” Presentation to the Massachusetts Department of Public Health. January 11, 2013.

PROFESSIONAL AFFILIATIONS

Executive Board. Labor and Employment Relations Association (LERA). 2018-2021.

Board Member, Industry Studies Association. 2009-2012.

Technical Advisory Board, The Center for Construction Research and Training. February 2013-January 2014.

*External Advisory Board Member—*Harvard Center for Excellence to Promote a Healthier Workforce. Advisory Board overseeing part of NIOSH Worklife Initiative, January 2008-January 2014.

Chair, Construction Economic Research Network, Center to Protect Workers Rights, 2004-2012.

Board of Editors, Working USA, 2004 - 2011.

*Steering Group Member—*Offshore Working Group, MIT Industrial Performance Center, funded by the Sloan Foundation and Rockefeller Foundation. September 2004-September 2006.

Secretary of the Board of Trustees, The National Labor College, 2004-2007; *Trustee,* The National Labor College, 1999-2007.

Editorial Committee, Industrial Relations Research Association, 2001-2004.

Panel Member, National Institute for Occupational Safety and Health, Special Emphasis Panel Grant Review Board, July 2000.

Member: American Economics Association, Labor and Employment Research Association (formerly Industrial Relations Research Association), Industry Studies Association, Society of Labor Economics, Association for Public Policy and Management.

Reviewer (Journals): Journal of Labor Economics; Journal of Industrial Relations; Industrial and Labor Relations Review; Industrial Relations; Journal of Policy Analysis and Management; RAND Journal of Economics; British Journal of Industrial Relations; Journal of Industrial Economics; Journal of Economics and Management Strategy; Journal of Risk and Uncertainty; Journal of Law and Economics; Journal of Law, Economics and Organization; Labour Economics; American Journal of Industrial Medicine; Regulation and Governance; Journal of Safety Research; Industrial Relations Journal (UK); Risk Analysis; Journal of Industrial Relations (Australia);

Reviewer (Foundations): Marguerite Casey Foundation; W.K. Kellogg Foundation; Alfred P. Sloan Foundation; Center to Protect Workers Rights; Smith Richardson Foundation; National Science Foundation.

Reviewer (Academic publishers): Oxford University Press; University of Chicago Press; University of Illinois Press.

OTHER PROFESSIONAL EXPERIENCE / ADVISORY WORK

- 2023- *Advisory Board.* Public Dollars for Public Good, Marguerite Casey Foundation.
- 2023- *Academic Advisory Board.* Economic Policy Institute.
- 2023- *Advisory Board.* Workshop Initiative.
- 2022 *Expert Reviewer.* Racial Equity 2030 Challenge. W.K. Kellogg Foundation.
- 2017-2022 *Advisory Board.* Boston Federal Reserve Board, Quality of Work Research Consortium.
- 2017-2021 *Labor Advisory Board.* State of Massachusetts, Office of the Attorney General.
- 2020 *Volunteer Interview Corps.* Member of the Appointment Team for the US Department of Labor, Biden-Harris Presidential Transition.
- 2019-2020 *Committee Member.* National Academy of Sciences, Engineering and Medicine (NASEM) Committee on “Contingent Work and Alternate Work Arrangements.”
- 2017-2019 *Expert Advisory Panel Member.* Going Digital Project, Organization for Economic Cooperation and Development.
- 2012-2014 *Technical Advisory Board.* Massachusetts Joint Task Force on Worker Misclassification. Study of the Incidence and Impact of Misclassification.
- 2011 *Committee Member.* National Research Council / National Academies of Science, Board on Agriculture and Natural Resources. Committee on a Study of Food Safety and other Consequences of Publishing Establishment-Specific Data.
- 2005-2014 *Chair.* Dunlop Agricultural Commission. Serve as Chair and Commissioner of this multi-party private sector labor relations body overseeing collective bargaining agreements in agriculture.

- 2008-2014 *Advisor / Technical Working Group Member.* U.S. Department of Labor. Provided analysis on a variety of workplace enforcement questions and issues.
- 1991- 2014 *Mediator / Advisor.* Assisted labor / management groups and labor unions in the construction, government, and manufacturing sectors.
- 2005-06 *Planning Committee.* Gulf Coast Recovery Project—Building and Construction Trades Department, AFL-CIO. Appointed as a member of a planning group to develop a plan for workforce and business development for the construction industry in New Orleans and the Gulf Coast region.
- 1993-97 *Advisor.* U.S. Department of Labor, Occupational Safety and Health Administration. Provided analysis of a variety of initiatives including enforcement strategies for the residential construction sector; the use of safety and health committees; the use of data for enforcement targeting; and application of benefit / cost methodologies.
- 1995 *Advisor / Facilitator.* National Planning Association, Working Group on Workplace Regulation. Facilitated working group composed of senior business, labor, and government leaders examining common approaches to regulating the workplace.
- 1991- 95 *Mediator.* National Labor-Management Committee for the Custom Woodworking Industry. Served as mediator of this labor - management organization focused on improving competitive performance in the construction industry.
- 1987 - 90 *Senior Associate.* Klein & Co. Inc. Co-founded a consulting firm focusing on strategic planning for national labor unions and mediation in labor / management / government settings.