

CÉSAR F. ROSADO MARZÁN
cesar-rosadomarzan@uiowa.edu

EDUCATION

Princeton University, PhD in Sociology 2005, MA 2000
University of Pennsylvania, JD, 2004
Haverford College, BA, 1997

EXPERIENCE

Teaching Appointments

University of Iowa, College of Law, Iowa City, Iowa
Full Professor, 2020-Present
IIT Chicago-Kent College of Law, Chicago, IL
Full Professor, 2019-2020
Associate Professor, 2015-2019
Assistant Professor, 2008-2015

Visiting Appointments

University of Iowa College of Law, Iowa City, Iowa
Visiting Professor, Fall 2017
Autonomous University of Madrid, Faculty of Law, Madrid, Spain
Visiting Professor, March 2017
American Bar Foundation, Chicago, IL
Visiting Scholar, 2015-2016
Stockholm University, Law Department & Institute for Social Private Law, Stockholm, Sweden
Guest Professor of Labor Law, Summer and Fall 2012
IIT Chicago-Kent College of Law, Chicago, IL
Visiting Scholar, 2007-2008
Oñati International Institute for the Sociology of Law, Oñati, Spain
Visiting Scholar, March 2004

Administrative Positions and Collaborative Research Networks

Liaison to the Iowa Labor Education Centre,
Iowa College of Law, 2020 - present
Co-director, Institute for Law and the Workplace,
IIT Chicago-Kent College of Law, 2017-2020
Member, Clean Slate Project, Harvard Worklife Program,
Harvard Law School, 2018-present
Member, Regulating Markets and Labor Program,
Stockholm University Law Department, 2010-2016

Other Experience

Consultant, Torres & Velaz Law Firm, San Juan, PR, 2009-2010
Contract Attorney, Gladstein, Reif & Meginniss, PC, New York, NY, 2007-2008
Associate Attorney, Levy Ratner, PC, New York, NY, 2005-2007
Assistant General Counsel, UNITE-HERE Local 6, New York, NY, 2005
Summer Associate, McConnell Valdés Law Firm, San Juan, PR, 2003
Summer Associate, AFL-CIO, Office of the General Counsel, Washington, DC, 2002
Summer Associate, Pietroantoni, Mendez & Álvarez Law Firm, San Juan, PR, 2001
Intern, Police-Barrio Relations Project, Philadelphia, PA, 2001

COURSES

Contracts
Employment Discrimination
Employment Law
International and Comparative Labor and Employment Law
Labor Law

PUBLICATIONS

Books

Principled Labor Law: U.S. Labor Law Through a Latin American Method, co-authored with Sergio Gamonal C., Oxford University Press, 2019.

- Winner of “Best Juridical Work – Simon Bolívar,” Colegio de Abogados y Abogadas de Puerto Rico

El Principio de Protección del Trabajador en el Derecho Norteamericano, co-authored with Sergio Gamonal C., Legal Publishing/Thomson Reuters, 2014.

Edited Book

The Regulation of Compensation: Proceedings of the NYU 66th Annual Conference on Labor, co-authored with Meron Kebede, Lexis, 2014.

Articles and Essays

“Labor, Trade, and Populism: How ILO-WTO Collaboration Can Save the Global Economic Order” co-authored with Sungjoon Cho (2020) 69:6 *American University Law Review* 1771-1825 (article).

“Can Wage Boards Revive U.S. Labor? Marshalling Evidence from Puerto Rico” (2020) 95:1 *Chicago-Kent Law Review* 127-156 (article).

“The Labor Judge Unleashed: Rule of Law and Labor Rights in ‘Neoliberal’ Chile” (2018) 43:4 *Law & Social Inquiry* 1574-1603 (peer-reviewed article).

“Organizing the State: The ‘New Labor Law’ Seen from the Bottom-Up” co-authored with Michael C. Oswalt (2018) 39:2 *Berkeley Journal of Employment and Labor Law* 415-480 (article).

Articles and Essays (cont.)

“Dignity Takings and Wage Theft” (2018) 92:3 Chicago-Kent Law Review 1203-1223 (symposium essay).

“Worker Centers and the Moral Economy: Disrupting through Brokerage, Prestige, and Moral Framing” (2017) 2017 University of Chicago Legal Forum 409-434 (symposium article).

“Work, Study, Organize!: Why the Northwestern University Football Players are Employees Under the National Labor Relations Act” co-authored with Alex Tillett-Saks (2015) 32:2 Hofstra Labor and Employment Law Journal 301-343 (article).

“Protecting Workers as a Matter Principle: A South American View of U.S. Work Law” co-authored with Sergio Gamonal C. (2014) 13:4 Washington University Global Studies Law Review 605-665 (article).

“Organizing with International Framework Agreements: An Exploratory Study” (2014) 4:2 UC Irvine Law Review 725-780 (symposia article).

“Labor’s Soft Means and Hard Challenges: Fundamental Discrepancies and the Promise of Non-Binding Arbitration for International Framework Agreements” (2014) 98:5 Minnesota Law Review 1749-1804 (symposia article).

“Danbury Hatters in Sweden: A U.S. Perspective on the Available Remedies and Sanctions For Employers Who Suffer Unfair Labor Practices by Labor Unions” co-authored with Margot Nikitas (2014) 30:3 International Journal of Comparative Labor Law and Industrial Relations 339-356 (peer reviewed article).

“*El Bajo Vientre del Jaguar: La Fiscalización y la Ausencia de Autotutela en el Derecho Laboral Chileno*” (The Jaguar’s Underbelly: Labor Inspection and Workers’ Organization in Chile) (2014) 2:1 Revista de Derecho Laboral y Seguridad Social 13-36 (article).

“Lonely No More? Labor Rights in Latin America after the Global Crisis” (2013) 17:2 Employee Rights and Employment Policy Journal 291-307 (symposia essay).

“Punishment and Work Law Compliance, Lessons from Chile” (2012) 29:2 Hofstra University Labor and Employment Law Review 343-405 (article).

“Of Labor Inspectors and Judges: Chilean Labor Law Enforcement after Pinochet (And What the U.S. Can Do to Help)” (2010) 54:2 St. Louis University Law Journal 497-524 (symposia essay).

“Pirates of the Caribbean: SEIU’s Failed Bid in Puerto Rico” (2009) 12:2 Working USA, The Journal of Labor and Society 235-247 (peer reviewed essay).

“Solidarity or Colonialism? The Polemic of “Labor Colonialism” in Puerto Rico (2007) 10:3 Working USA, The Journal of Labor and Society 284-299 (peer reviewed essay).

Articles and Essays (cont.)

“*Derecho laboral y organización sindical en Puerto Rico*” (Labor Law and Labor Organization in Puerto Rico) (2007) 68:1 *Revista del Colegio de Abogados de Puerto Rico* 124-150 (article) (cited in dissenting Puerto Rico Supreme Court opinion, *Gonzalez v. Mayaguez Resort & Casino*, (2009) 176 D.P.R. 848, 877 (2009).

“Successful Wage Moderation: Trust, Labor Market Centralization, and Wage Moderation in Puerto Rico’s Experience with Export-led Development” (2005) 9:2 *Electronic Journal of Comparative Law*, <http://www.ejcl.org/92/abs92-3.html> (peer-reviewed article).

“*El impacto del arbitraje en los patrones huelgarios de Puerto Rico, 1956-1995*” (The Impact of Arbitration on Puerto Rico’s Strike Patterns) (2000-01) 31-32 *Revista de Administración Pública* 367-387 (peer reviewed article).

Book Chapters

“Principled Hope: Labor Law Reform from an “Alt-Labor” Perspective,” in Richard Bales & Charlotte Garden eds., *The Cambridge Handbook of U.S. Labor Law: Reviving American Labor For A 21st Century Economy* (Cambridge University Press 2020).

“The Limits of Human Rights for Labor Rights” in Jill M. Jensen and Nelson Lichtenstein eds., *The ILO from Geneva to the Pacific Rim: West Meets East* (Palgrave MacMillan and International Labor Office 2016).

“Age Discrimination and Labor Law in Latin America: The Challenges of Equality Law in Light of Underdevelopment,” co-authored with Sergio Gamonal C., in Ann Numhauser-Henning and Mia Rönnmar eds., *Age Discrimination and Labor Law: Comparative and Conceptual Perspectives in the EU and Beyond* (Wolters Kluwer, 2015).

Book Reviews and Case Commentaries

“Root-Cause Regulation: Protecting Work and Workers in the Twenty-First Century” (2019) 40:3 *Comparative Labor Law and Policy Journal* 467-476 (book review).

“Justice Delayed, Justice Compared: Leon Fink and Juan Manuel Palacio, Labor Justice across the Americas” (2018) 27:2 *New Labor Forum* 106-112 (book review).

“Workers’ Privacy in the Employment Contract: Developments From Chile” co-authored with Sergio Gamonal C. (2018) *Comparative Labor Law and Policy Journal Dispatches*, <https://cllpj.law.illinois.edu/dispatches> (case commentary).

“NCP Starbucks Decision Helps Advance Compliance with OECD Guidelines” (2016) 2 *International Labor Rights Case Law* 175-179 (case commentary).

“Continuity Despite Change: The Politics of Labor Regulation in Latin America” (2015) 36:1 *Comparative Labor Law & Policy Journal* 463-470 (book review).

Book Reviews and Case Commentaries (cont.)

“The Fissured Workplace” (2014) 19:2 *Employee Rights and Policy Journal* 331-343 (book review).

“Success Through Political Action: A Review of Collective Bargaining in the Private Sector” (2003) 5:3 *University of Pennsylvania Journal of Labor and Employment Law* 655-664 (book review).

WORKS IN PROGRESS

Books

Organizing For a Moral Economy: How Small Worker Centers Make a Big Impact on Workers’ Rights (tentative title).

Oligarchy and Solidarity: U.S. Labor Unions in Puerto Rico (tentative title).

Casebooks

Labor Law in the Contemporary Workplace: Cases and Materials, co-authored with Kenneth Dau Schmidt et al., West, 4th ed. (forthcoming).

Articles

“Wage Boards and Labor Revitalization: Learning From Uruguay,” under review at the *Employee Rights and Employment Policy Journal*.

GRANTS AND FELLOWSHIPS

Freehling Scholar, IIT Chicago-Kent College of Law, USD \$2,000, 2017

Regulating Markets and Labor Research Grant, Swedish Council for Working Life and Social Research, Stockholm University Law School, Stockholm, Sweden, USD\$60,000, 2010-2016

American Sociological Association Travel Grant Award, supported by the National Science Foundation, \$1,500, 2014

Regulating Markets and Labor Research Grant, Swedish Council for Working Life and Social Research, Stockholm University Law School, Stockholm, Sweden, USD\$88,650, 2012

Centre for Labor and Employment Law, New York University Law School, 2011-2014

Princeton University, Graduate Student Research Grant, USD\$500, 2002

Princeton University, Presidential Fellowship (full, four-year fellowship), Princeton University, 1997-2000, 2002

Public Policy and International Affairs Fellowship, Woodrow Wilson Foundation, 1997-1999 (declined)

Institute for the Recruitment of Teachers, Associate Fellow, 1997

GRANTS AND FELLOWSHIPS (cont.)

Haverford College, José Padín Scholarship (full, four-year scholarship), 1993-1997

LECTURES AND PRESENTATIONS

“Principled Labor Law.”

- Oxford University, Faculty of Law, Bonavero Institute, 2020
- Harvard Law School, Labor and Worklife Program, 2020
- University of Bristol Law School, Centre for Law at Work, 2020
- International Labor Organization, 2020
- IIT Chicago-Kent College of Law, 2020
- Labor Law Research Network 4, Valparaíso, Chile, 2020
- Universidad Adolfo Ibañez, School of Law, Santiago, Chile, 2020

“Wage Boards and Labor Revitalization: Learning From Uruguay.”

- IIT Chicago-Kent College of Law, faculty workshop, 2020
- University of Iowa College of Law, faculty workshop, 2020

“Can Wage Boards Revive U.S. Labor? Marshalling Evidence from Puerto Rico.”

- Chicago-Kent Law Review Symposium on “Alt-labor Law”, 2019
- University of Iowa College of Law, 2019
- 14th Annual Labor & Employment Law Colloquium, University of Nevada Las Vegas, 2019

“Labor, Trade, and Populism: How ILO-WTO Collaboration Can Save the Global Economic Order.”

- IIT Chicago-Kent College of Law, faculty workshop, 2019

“Synergistic Collaboration: Why the ILO and the WTO Should Collaborate.”

- 100 Years of the ILO, Universidad San Sebastián, Puerto Montt, Chile, 2019

“Janus II: The Decision’s Impact on Unions and Possible Labor Movement Responses.”

- Law & Society Association Annual Meeting, Washington, D.C., 2019

“Challenges of Labor Protection in the 21st Century.”

- Universidad Austral, Valdivia, Chile, 2019

“A Latin American Perspective on the U.S. 13th Amendment.”

- Labor Law Research Network 4, Valparaíso, Chile, 2019

“Organizing the State: The “New Labor Law” From the Bottom-Up.”

- Law & Society Association Annual Meeting, Toronto, Canada, 2018
- University of Iowa College of Law, Faculty Workshop, 2018
- IIT Chicago-Kent, Faculty Workshop, 2018

LECTURES AND PRESENTATIONS (cont.)

“Can Latin America Contribute to Global Labor Law?”

- International Law & Society Meetings in Mexico City, 2017

“Temas en el derecho laboral de los EEUU.”

- Universidad Autónoma de Madrid, Spain, 2017
- Catholic University, Lima, Peru, 2015
- Catholic University, Lima, Peru, 2014
- Chilean Asociación Nacional de Magistrados, Santiago, Chile, 2010

“Arise Chicago: How Can Worker Centers Contribute To a Moral Project For Economic Equity?”

- International Sociological Association, Vienna, Austria, 2016
- American Bar Foundation, Chicago, 2016
- Law & Society Association Meeting, New Orleans, 2016
- American Sociological Association, Mini-Conference on “Precarious Work: Domination and Resistance in the US, China, and the World,” Seattle, 2016
- Society for the Study of Social Problems, Seattle, 2016.

“How Has Precarious Work Changed Perceptions of Labor Law?”

- Remarklab Final Conference, Stockholm University, Sweden, 2016

“Wage Theft and Dignity Takings.”

- Chicago-Kent Law Review Symposium on “Dignity Takings and Dignity Restoration,” 2016

“Settling Claims under Socialism and Neoliberalism in Chile.”

- American Sociological Association Annual Meeting, Seattle, 2016
- The American Bar Foundation, Fellows Workshop, Chicago, 2015
- The University of Chicago Law School, Legal Scholarship Workshop, Chicago, 2015
- West Virginia University College of Law, Faculty Workshop, Morgantown, WV, 2015

“The Nonwaiver Principle in Latin American and U.S. Work Law.”

- The Law & Society Association Annual Meetings, Seattle, 2015

“Zero Hours Contracts in the U.S.”

- Remarklab Workshop, Stockholm University, Sweden, 2015

“The Nonwaiver Principle in Latin American and U.S. Work Law.”

- The Labor Law Research Network 2 Conference in Amsterdam, Netherlands, 2015
- The Pontificia Universidad Católica Law School, Lima, Peru, 2015

LECTURES AND PRESENTATIONS (cont.)

“Labor’s Soft Means, Hard Challenges: Fundamental Discrepancies and the Promise of Non-Binding Arbitration for International Framework Agreements.”

- Finnish Labor Court (sponsored by University of Helsinki and Finnish Labor Court), Helsinki, Finland, 2014
- University of Minnesota Law Review Symposium, Minneapolis, MN, 2014
- University of North Carolina School of Law, Faculty Workshop, Chapel Hill, 2014

“Work, Study, Organize! Why the Northwestern University Football Players are Employees under the National Labor Relations Act.”

- Labor and Employment Law Colloquium, University of Colorado, Boulder Law School, Boulder, CO; 2014
- Elon Law Review Symposium “Media, Regulatory and Labor Issues in College Sports,” Elon University Law School, Greensboro, NC, 2014

“Lonely No More? Labor Rights in Latin America after the Global Crisis.”

- American Association of Law Schools Annual Meeting, Labor Relations and Comparative Employment Law Sections, New Orleans, 2013

“Protecting Workers as a Matter of Principle: A South American Perspective of U.S. Work Law” (with Sergio Gamonal C.).

- Labor Law Research Network, Pampeu Fabra University, Barcelona, Spain, 2013
- University of Minnesota Law School, Faculty Workshop, Minneapolis, MN, 2013
- Law & Society Annual Meeting, Boston, 2013
- 8th Annual Labor & Employment Law Colloquium, University of Nevada Las Vegas Law School, Las Vegas, NV, 2013
- LatCrit Annual Meeting, Chicago, 2013

“Social Justice for Human Rights? The ILO’s Freedom of Association Committee in Chile, 37 Years Later.”

- Lund University Law School, Lund, Sweden, 2012

“Culture, Interests, and International Framework Agreements.”

- Stockholm University, Sweden. 2012

“Globalization, Politics, and Employment Law: Towards a Comparative and Historical Analysis of the Role of the State in Settling Unfair Dismissal Claims in Chile.”

- Adolfo Ibañez University School of Law, Santiago, Chile, 2012

LECTURES AND PRESENTATIONS (cont.)

“Power to Frame: The Human Rights Turn on Labor Rights in Chile and the Role of State Power.”

- Conference on “West Meets East: The International Labor Organization from Geneva to the Pacific Rim,” University of California, Santa Barbara, CA, 2011
- Law & Society Association Annual Meeting, San Francisco, CA, 2011
- American Sociological Association Annual Meetings, Las Vegas, NV, 2011
- IIT Chicago-Kent College of Law, Faculty Workshop, Chicago, 2011

“The Jaguar’s Underbelly: What We Can Learn from Labor Law Regulation in Chile?”

- Regulating for Decent Work Conference, International Labor Organization, Geneva, Switzerland, 2011
- Universidad Adolfo Ibañez, Santiago, Chile, 2011
- University of Illinois College of Law Faculty Workshop, Urbana-Champaign, IL, 2011
- IIT-Chicago-Kent College of Law, Faculty Workshop, Chicago, 2011

“Employer Remedies for Unfair Labor Practices by Unions: An American View” (with Margot Nikitas).

- Conference on “Remedies and Sanctions for Unlawful Industrial Action in a Comparative Perspective,” sponsored by Regulating Markets and Labor Program, Istituto Italiano di Scienze Umane and University of Florence, Italy, 2011

“American Perspectives on Transnational Collective Bargaining.”

- Rethinking Transnational Collective Bargaining Conference, Regulating Markets and Labor Program and Stockholm University Law School, Sweden, 2011

“Neither Protective nor Liberal: An American Perspective of Chilean Collective Labor Law.”

- Law & Society Annual Meeting, Chicago, 2010

“Of Absent Guardians and Imperfect Markets: How Chile’s ‘Guardianship’ Labor Law Model Protects Workers Less than the American ‘Market Failure’ Model.”

- 4th Annual Colloquium: Current Scholarship in Labor & Employment Law, Seton Hall University Law School, Newark, NJ, 2009

“Another Judicial Trespass on Labor Law: The Case of Democratic Chile.”

- Law & Society Annual Meeting, Montreal, Canada, 2008

“Las estrategias globales del sindicalismo norteamericano.”

- Facultad Eugenio María de Hostos, Mayagüez, Puerto Rico, 2008

“Solidarity or Colonialism?: The Role of American Unions in the Organization of Public Sector Employees in Puerto Rico.”

- IIT-Chicago-Kent College of Law, Chicago, 2007

LECTURES AND PRESENTATIONS (cont.)

“Derechos mocos para manos obreras: el derecho laboral y los sindicatos en Puerto Rico.”

- International Congress of Social Law, Universidad Nacional Autónoma de México, Mexico City, 2006

“Politics and Labor Law in Puerto Rico’s Great Transformation.”

- Law & Society Annual Meetings, Pittsburgh, PA, 2003

“The Higher Incidence of Unfair Labor Practices in Puerto Rico.”

- Law & Society Association Annual Meeting, Vancouver BC, Canada, 2002

CONFERENCE/PANEL ORGANIZER, CHAIR, OR DISCUSSANT”

“In With the New and In With the Old: Empirical Labor Law Research and the Changing Realities of the World of Work,” Labor Law Research Network 5, Warsaw, Poland, 2021 (under review).

“A Discussion of Labor Law Centers Around the World: Chicago-Kent College of Law’s Institute for Law and the Workplace,” Labor Law Research Network 4, Valparaíso, Chile, 2019

“Labor Law in Latin America”, Law and Society Annual Meetings, Washington, D.C., 2019

“Labor Law in South America: Empirical and Theoretical Inquiries,” Law & Society Annual Meeting, Washington D.C., 2019

“Alternatives to Regulate the Gig Economy,” Labor Law Research Network 3 Conference, Toronto, Canada, 2017

“Privatizing Workplace Justice: Comparative and North-South Perspectives,” Labor Law Research Network 2 Conference, Amsterdam, Netherlands, 2015

“Labor Inspection in Chile,” American Bar Association, 4th Annual Section of Labor and Employment Law Conference, Fundamentals Track Panel “Over There, Over There: Introduction to International Labor and Employment Law in the Most Economically Significant International Geographic Regions,” Chicago, 2010

“Labor Law/Rights: Labor Law as a Response to Inequality,” Work and Inequality in Global Economy Conference, UCLA Institute on Labor and Employment, Los Angeles, CA, 2009

LAW SCHOOL SERVICE

University of Iowa College Law

Diversity, Equity, and Inclusion Committee (2020-present)

- Faculty co-Chair (2020-present)

Intellectual Life Committee (2020-present)

Centre for Human Rights, Advisory Board Member (2020-present)

Liaison to the Labor Education Centre (2020-present)

Iowa Law Anti-Racism Committee (Summer 2020)

LAW SCHOOL SERVICE (cont.)

IIT Chicago-Kent College of Law

Faculty Hiring Committee, 2019-2020

Visiting Assistant Professor of Law Hiring Committee, 2013-14; 2018-19

Law Review Committee, 2018-19

Diversity Committee, 2008-2012; 2015-16; Spring 2018

Speakers Committee, 2013-2017

- Chair, 2015-2017

Strategy Planning Committee, 2016-17

Illinois Institute of Technology, University Diversity Committee, 2010-2012

Institute for Law and the Workplace Advisory Committee, 2008-2020

Preparing Lawyers Subcommittee of the Strategic Planning Committee, 2008-09

EDITORIAL BOARD MEMBERSHIPS

Revista de Derecho Laboral y Seguridad Social (Chile), 2014-present

Employee Rights and Employment Policy Journal, 2017-present

Law & Social Inquiry, 2017-2020

Governance & Politics, 2017

MANUSCRIPT REVIEW

Journals

American Sociological Review

Caribbean Studies

Canadian Labor and Employment Law Journal

Global Networks

Governance & Politics

Journal of Comparative Labor Law and Industrial Relations

Latin American Politics & Society

Latin American Research Review

Law & Social Inquiry

Revista Latinoamericana de Derecho Social

Socio-Economic Review

Stanford Law Review

Working USA: The Journal of Labor and Society

Book Publishers

Cambridge University Press

Edward Elgar Publishing (ILERA Book Series)

University of Illinois

External Reviewer For Tenure/Promotion

York University, Toronto

PROFESSIONAL MEMBERSHIPS

American Association of Law Schools

American Sociological Association

PROFESSIONAL MEMBERSHIPS (cont.)

Colegio de Abogados y Abogadas de Puerto Rico

International Sociological Association

Labor Law Group

- Executive Committee Member (2019-present)
- Program Chair of 2020 conference in Chicago, IL (cancelled due to COVID19)

Law and Society Association

- Co-Chair of the Collaborative Research Network on Social Movements (2020-present)
- Member of the Organizing Committee for the 2017 meetings in Mexico City
- Chair of the Graduate Student Workshop Activity for the 2017 meetings in Mexico City
- Co-Chair of the Collaborative Research Network on Labor Rights (2013-17)
- Graduate Student Workshop Planning Committee Member (2010)

Puerto Rican Bar Association of Illinois (2008-2010)

Thirteenth Amendment Working Group (2017-present)

- Program Chair of 2019 conference in Chicago, IL

BAR ADMISSIONS

State of New York

Commonwealth of Puerto Rico

LANGUAGES

Bilingual in Spanish and English