

César F. Rosado Marzán, PhD, JD

EDWARD CARMODY PROFESSOR OF LAW | FACULTY LIAISON TO THE IOWA LABOR CENTER

DIRECTOR OF GRADUATE STUDIES AND VISITORS PROGRAMS

UNIVERSITY OF IOWA COLLEGE OF LAW

AFFILIATED FACULTY, DEPT. OF SOCIOLOGY AND CRIMINOLOGY | UNIVERSITY OF IOWA

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EDUCATION

Princeton University, PhD in Sociology, 2005

University of Pennsylvania, JD, 2004

Princeton University, MA in Sociology, 2000

Haverford College, BA in Sociology, 1997

TEACHING EXPERIENCE

Permanent Appointments

University of Iowa College of Law, Iowa City, IA

- Edward Carmody Professor of Law, September 2022 – present
 - Collegiate Teaching Award, 2024–25
- Full Professor, June 2020 – August 2022

University of Iowa, Dept. of Sociology and Criminology, Iowa City, IA

- Affiliated Faculty, 2022–present

IIT Chicago-Kent College of Law, Chicago, IL

- Full Professor, 2019–20
- Associate Professor, 2015–19
- Assistant Professor, 2008–15

Visiting and Other Appointments

Adolfo Ibañez University, School of Law (Chile), 2011–present

University of Iowa College of Law, Visiting Professor, Fall 2017

Autonomous University of Madrid, Faculty of Law, Visiting Professor, March 2017

American Bar Foundation, Visiting Scholar, 2015–16

Stockholm University Law Department, Regulating Markets and Labor Program, 2010–16

Stockholm University, Guest Professor of Labor Law, Summer and Fall 2012

IIT Chicago-Kent College of Law, Visiting Scholar, 2007–08

Oñati International Institute for the Sociology of Law, Visiting Scholar, March 2004

Courses Taught

Contracts

Employment Discrimination

Employment Law

International and Comparative Labor and Employment Law Seminar

Labor Law

Law and Political Economy Seminar

Low-Wage Workers Seminar

PUBLICATIONS

Books

Labor Law in the Contemporary Workplace: Cases and Materials, co-authored with Kenneth Dau Schmidt et al., West, 4th ed., 2023.

- Will be leading author for the 5th ed.

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 – Simón Bolívar 2019, Colegio de Abogados y Abogadas de Puerto Rico (Bar Association of Puerto Rico).

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

Edited Books

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

Articles and Essays

“Personal and Political: How the Illinois Domestic Workers’ Bill of Rights Connected Lives,” (2024) 57 *UC Davis Law Review* 3033–3062.

“Quasi Tripartism: Limits of Co-Regulation and Sectoral Bargaining in the United States,” (2023) 90:2 *University of Chicago Law Review* 703-738.

“Wage Boards and Labor Revitalization: U.S. Aspirations and Uruguayan Realities” (2022) 32 *Duke Journal of Comparative & International Law* 109-151.

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

- Winner of Honorable Mention 2021, Colegio de Abogados y Abogadas de Puerto Rico (Bar Association of Puerto Rico)

“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.

- “Wage Theft as Crime: An Institutional View” (2020) 20:2 *Journal of Law in Society* 300-313.
- “The Labor Judge Unleashed: Rule of Law and Labor Rights in ‘Neoliberal’ Chile” (2018) 43:4 *Law & Social Inquiry* 1574–1603 (peer reviewed).
- “Organizing the State: The ‘New Labor Law’ Seen from the Bottom-Up” co-authored with Michael C. Oswald (2018) 39:2 *Berkeley Journal of Employment and Labor Law* 415-480.
- “Dignity Takings and Wage Theft” (2018) 92:3 *Chicago-Kent Law Review* 1203–1223.
- “Worker Centers and the Moral Economy: Disrupting through Brokerage, Prestige, and Moral Framing” (2017) 2017 *University of Chicago Legal Forum* 409-434.
- “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.
- “Protecting Workers as a Matter of 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.
- “Organizing with International Framework Agreements: An Exploratory Study” (2014) 4:2 *UC Irvine Law Review* 725-780.
- “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.
- “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).
- “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.
- “Lonely No More? Labor Rights in Latin America after the Global Crisis” (2013) 17:2 *Employee Rights and Employment Policy Journal* 291-307.
- “Punishment and Work Law Compliance, Lessons from Chile” (2012) 29:2 *Hofstra University Labor and Employment Law Review* 343-405.
- “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.
- “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).
- “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).
- “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.
- Cited in dissenting Puerto Rico Supreme Court opinion, *González v. Mayagüez Resort & Casino*, 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).

“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).

Book Chapters

“Alt Labour and Worker Centres,” in Guy Davidov, Brian Langille & Gillian Lester eds., *Oxford Handbook of the Law of Work* 481-498 (Oxford University Press 2024).

“Fair Transition Funds, Employer Neutrality, and Card Checks: How Industrial Policy Could Relaunch Labor Unions in the United States,” in Todd Tucker ed., *Bringing the State Back In (Again)* (Roosevelt Institute, 2024), <https://rooseveltinstitute.org/2024/02/16/bringing-the-state-back-in-again/>

“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).

Reviews and Case Commentaries

“Labour Law and Economic Policy: How Employment Rights Improve the Economy,” (2025) 164:4 *International Labour Review* 1-3, <https://en.ilr-rit.org/article/pubid/18863/> (book review).

“Lawyers Can Build Worker Power,” *Jotwell* (2025) (reviewing Elizabeth Ford, “Alt-Legal Services: Re-Visioning Lawyers’ Role In The Fight For Worker Power,” 46 *Berkeley J. Emp. & Lab. L.* 1-53 (2025)), <https://worklaw.jotwell.com/lawyers-can-build-worker-power/> (article review).

“Constituting Labor as an Institution for Democracy” (2024) *Jotwell* (reviewing Ruth Dukes & Wolfgang Streeck, *Democracy at Work: Contract, Status and Post-Industrial Justice* (2023)), <https://worklaw.jotwell.com/constituting-labor-as-an-institution-for-democracy/> (book review).

“Scott L. Cummings, An Equal Place: Lawyers in the Struggle for Los Angeles” (2023) 71:4 *Journal of Legal Education* 753-762 (book review).

“Better Matches: An American Sociolegal View of Criminality at Work” (2021) 37:2 *International Journal of Comparative Labor Law and Industrial Relations* 301-312 (book review).

“Re-Union: How Labor Reforms Can Repair, Revitalize, and Reunite the United States” (2021) 46:3 *Labor Studies Journal* 318-319 (book review).

“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).

“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

A Baseline of Decency: The Promise and Power of Alt-Labor and Worker Centers (monograph under review at the University of California Press).

“From the Margins to the Citadel: How the Domestic Workers Bill of Rights Helps Reimagine the Rights for all Workers in the United States,” 114 *Georgetown Law Journal* (forthcoming symposium essay).

“Domestic Workers Bill of Rights,” in Sharon Block and Benjamin Sachs eds., *Sectoral Bargaining* (preliminary title) (Oxford University Press, forthcoming book chapter).

“Tools to Clear the ‘Sectoral Bargaining’ Fog,” *Jotwell* (2026) (reviewing Sara Slinn, “Analytical Framework for Exploring Broader-based and Sectoral Bargaining in the North American Wagner Model Context,” in *The Law and Collective Bargaining: Sources and Patterns of Regulation in the Modern World of Work*, Alexis Bugada, Anthony Forsyth, and Paolo Tomassetti, eds., Hart Publishing (2026)) (forthcoming article review, 2026).

2026 Update for *Labor Law in Contemporary Workplace* (forthcoming casebook update materials, 2026).

“Expertise, Embeddedness, and Power: The Administrative State after Trump” (forthcoming article, 2027).

“Worker Mobilization Against Wage Theft in the United States and China” (with Prof. Haunan Yang) (forthcoming article, 2028).

SERVICE

University of Iowa College Law

Iowa Law Foundation, Faculty Representative, 2024–present

Iowa Labor Education Center, Faculty Liaison, 2020–present

Director of Graduate Programs and Visiting Scholars, 2022–present

Center for Human Rights, Advisory Board Member, 2020–present
Advisor to the Hispanic and Latino Law Students' Association, 2022–present
Curriculum Committee, Fall 2025
Faculty Appointments Committee, 2023–2025
Post-retreat Planning Committee, 2024–2025
Advisor to the Iowa Law Labor and Employment Law Student Society, 2022–2025
College of Law Dean Search Committee, 2023–24
Provost Committee to Review College of Law Dean, 2022
Member of Professor Ryan Sakoda's Tenure and Promotion Committee, 2022–2024
Diversity, Equity, and Inclusion Collegiate Committee, 2020–2022

- Faculty Co-Chair, 2020–21
- Climate Survey Subcommittee, Chair, 2020–2022

Diversity, Equity, and Inclusion Faculty Committee, Chair, 2021–2022
Faculty Hiring Diversity Trainers, 2021–22
Intellectual Life Committee, 2020–21
Iowa Law Anti-Racism Committee, Summer 2020

IIT Chicago-Kent College of Law

Institute for Law and the Workplace

- Co-director, 2018–2020
- Advisory Committee member, 2008–20

Faculty Appointments Committee, 2019–20
Visiting Assistant Professor of Law Hiring Committee, 2013–14, 2018–19
Law Review Committee, 2018–19
Diversity Committee, 2008–12, 2015–16, Spring 2018
Speakers Committee, 2013–17

- Chair, 2015–17

Strategic Planning Committee, 2016–17
University Diversity Committee, 2010–12
Preparing Lawyers Subcommittee of the Strategic Planning Committee, 2008–09

External Service

Labor Law Research Network, Steering Committee Member (2023–present)
Labor Law Group

- Executive Committee Member (2019–present)
- Program Chair of the 2025 conference in San Juan, Puerto Rico
- Program Chair of 2020 conference in Chicago, IL (cancelled due to COVID19)

Law and Society Association

- Member of the Program Committee for the 2023 meetings in San Juan, Puerto Rico (2022–23)
- Co-Chair of the Collaborative Research Network on Social Movements (2020–21)
- Member of the Organizing Committee for the 2017 meetings in Mexico City (2016–17)
- Chair of the Graduate Student Workshop Activity for the 2017 meetings in Mexico City (2016–17)
- Co-Chair of the Collaborative Research Network on Labor Rights (2013–17)
- Graduate Student Workshop Planning Committee Member (2009–10)

American Sociological Association, Labor and Labor Movements Section, Best Paper Award Committee (2022–23, 2023–24)

Thirteenth Amendment Working Group

- Program Chair of 2019 conference in Chicago, IL (2019)

External Tenure and/or Promotion Reviewer for:

- University of Alabama School of Law
- University of the Pacific, McGeorge School of Law
- Queen's University, School of Law (Canada)
- University of Seattle, School of Law
- York University (Canada)

EDITORIAL BOARD MEMBERSHIPS

Employee Rights and Employment Policy Journal, 2017–2025

Revista de Derecho Laboral y Seguridad Social (Chile), 2014–2020

Law & Social Inquiry, 2017–2020

Governance & Politics, 2017

MANUSCRIPT REVIEWS

Journals

American Sociological Review

Caribbean Studies

Canadian Labor and Employment Law Journal

Employee Rights and Employment Policy Journal

Global Networks

Governance & Politics

International Journal of Comparative Labor Law and Industrial Relations

International Labor Review

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

University Presses

Cambridge University Press
Edward Elgar Publishing (ILERA Book Series) (twice)
University of California
University of Illinois (twice)

PROFESSIONAL MEMBERSHIPS (PAST & PRESENT)

American Association of Law Schools
American Sociological Association
American Bar Association, Section of Labor and Employment Law
Colegio de Abogados y Abogadas de Puerto Rico (Bar Association of Puerto Rico)
International Sociological Association (lapsed)
Labor Law Group
Law and Society Association
Puerto Rican Bar Association of Illinois (lapsed)
Society for the Advancement of Socioeconomics (lapsed)
Thirteenth Amendment Working Group (dormant)

GRANTS AND FELLOWSHIPS

“Book Ends,” Obermann Center for Advanced Studies and the Office of the Vice President for Research, Book Completion Workshop, 2024–25
Investment in Strategic Priorities Grant, Office of the Provost, University of Iowa, 2024–25
IIT-Chicago-Kent Ferguson-Carlson Fellowship, 2021–2022
IIT-Chicago-Kent, Freehling Scholar, 2017
Regulating Markets and Labor Research Grant, Swedish Council for Working Life and Social Research, Stockholm University Law School, Stockholm, Sweden, 2010–2016
American Sociological Association Travel Grant Award, supported by the National Science Foundation, 2014
Regulating Markets and Labor Research Grant, Swedish Council for Working Life and Social Research, Stockholm University Law School, Stockholm, Sweden, 2012
Center for Labor and Employment Law, New York University Law School, 2011–2014
Princeton University, Graduate Student Research Grant, 2002
Princeton University, Presidential Fellowship (full four-year fellowship), Princeton University, 1997–2000, 2001–2002

Public Policy and International Affairs Fellowship, Woodrow Wilson Foundation, 1997–99
(declined)

Institute for the Recruitment of Teachers, Associate Fellow, 1997

Haverford College, José Padín Scholarship (full four-year scholarship), 1993–97

LECTURES AND PRESENTATIONS

"A Baseline of Decency: The Promise and Power of Alt-Labor and Worker Centers" (book manuscript presentation), presented at:

- University of Wisconsin Law School, How To Study Law Institute Speaker Series, Madison, WI, 2025
- Wayne State University Law School, Charles H. Gershenson Faculty Workshop Series, Detroit, MI, 2025
- University of Iowa, Obermann Center's Book Ends Program and Book Proposal Workshop, 2024, 2025
- University of Iowa College of Law (by invitation of the Labor and Employment Law Society at Iowa Law); Iowa City, IA, 2025
- American Sociological Association Annual Meetings, Philadelphia, PA, 2023
- Law and Society Association Annual Meetings, San Juan, Puerto Rico, 2023
- University of Iowa College of Law Faculty Workshop, Iowa City, Iowa, 2023
- Labor Law Group Meetings, San Diego, CA, 2022

"From the Margins to the Citadel: How the Domestic Workers Bill of Rights Helps Reimagine Rights for all Workers in the United States"

- Labor Law Research Network 7, Bangkok, Thailand, 2025
- Georgetown University Law Review Symposium, 2025
- 20th Annual Colloquium on Scholarship in Employment and Labor Law, Seton Hall Law School, Newark, NJ

"Notes from Chile, Poland, Hungary, and Turkey," American Bar Association, 19th Annual Labor and Employment Law Conference, Denver, CO, 2025.

"Limitations on Employee Speech in the Workplace: A Cross-Border Review" (with Zoey Shipley)

- American Bar Association, Labor and Employment Law Webinar, 2025.
- American Bar Association, 18th Annual Labor and Employment Law Conference, New York, NY, 2024.

"Alt-Labor's Dignity Gap"

- Law and Society Association Annual Meetings, Chicago, IL, 2025
- 19th Annual Colloquium on Scholarship in Employment and Labor Law, San Diego, CA, 2024
- Socio-legal Studies Association, Annual Meetings, Portsmouth, UK, 2024

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- Saint Louis University School of Law Symposium, *Revisiting Religion in the Struggle for Workplace Justice*, Saint Louis, MO, 2024
- University of Iowa College of Law, Iowa City, IA, 2023

“A Stronger Minimum Wage to Close the ‘Dignity Deficit,’” presented at the University of Minnesota Law School *Journal of Law and Inequality* Symposium (reviewing Ruben García, *Critical Wage Theory* (University of California Press, 2024)), Minneapolis, MN, 2025

“A Primer on U.S. Law and Legal Education,”

- Guangdong University of Foreign Studies, Guangzhou, China, 2025
- College of Law and Social Work, Dongguan University of Technology, Dongguan, China, 2024

“Are College Athletes Employees and, if So, Who are their Employers and Where are the Lines?,” presented at the New York State Bar Association Annual Meeting, New York City, 2024

“A Two-Legged Stool: Employerless or Constructive Tripartism in the United States”

- Law and Society Association Annual Meetings, Lisbon, Portugal, 2024
- University of Chicago Law School, Chicago, IL, 2022
- University of Iowa, College of Law, faculty workshop, 2022
- Colloquium on Scholarship in Employment and Labor Law (COSELL) (virtual) 2021

“Fair Transition Funds, Employer Neutrality, and Card Checks: How Industrial Policy Could Relaunch Labor Unions in the United States”

- Roosevelt Institute’s Workshop on Industrial Policy (virtual), 2023
- 18th Annual Colloquium on Scholarship in Employment and Labor Law, University of Minnesota Law School, Minneapolis, MN 2023

“Political and Personal: ‘Good Matching’ and the Illinois Domestic Workers Bill of Rights,” *University of California-Davis Law Review* Symposium, Davis, CA, 2023

“Alt-labor and Worker Centers,” Labor Law Research Network 6, Warsaw, Poland, 2023

“Danger and Opportunity: An Inflection Point for Labor,” American Constitution Society Convention, Washington D.C., 2023

“Alt Labor: Bridging, Swaying, and Framing Against Inequality”

- American Sociological Association Annual Meetings, Los Angeles, CA, 2022
- University of Iowa, Department of Sociology and Criminology (virtual), 2022

“Labor Rights in the Proposed Chilean Constitutional Text,” American Bar Association Section of Labor and Employment Law, International Committee Mid-Winter Meeting, Berlin, Germany, 2022.

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“How Co-enforcement Shapes Informal Generalism,” American Bar Foundation (virtual), 2021

“Collaboration and the Push Towards Local Generalism,” International Labor and Employment Relations Association World Congress (virtual), 2021

“Principled Labor Law”

- Law and Society Annual Meeting (virtual author-meets-reader session), 2021
- University of Iowa College of Law, Book Panel, (virtual) 2021
- Oxford University, Faculty of Law, Bonavero Institute, Oxford, UK, 2020
- Harvard Law School, Labor and Worklife Program, Cambridge, MA, 2020
- University of Bristol Law School, Center for Law at Work, Bristol, UK, 2020
- International Labor Organization, Geneva, Switzerland, 2020
- IIT Chicago-Kent College of Law, Chicago, IL, 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”

- American Sociological Association Annual Meeting (virtual), 2021
- IIT Chicago-Kent College of Law, faculty workshop, (virtual) 2020
- University of Iowa College of Law, faculty workshop (virtual), 2020

“*Fruteros*: Street Vending, Illegality, and Ethnic Community in Los Angeles,” Author-Meets Reader Session, Law & Society Annual Meetings (virtual), 2021

“Re-Union: How Labor Reforms Can Repair, Revitalize, and Reunite the United States,” Book Presentation (virtual), Shanker Institute, 2021

“Worker Centers: Alternative to Unions?” Allegheny Bar Association (virtual), 2021

“Non-Union Employee Representation in the United States?” ABA International Labor and Employment Law Midwinter Virtual Meeting (virtual), 2021

“Can Wage Boards Revive U.S. Labor? Marshaling 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

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“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

“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, IL, 2016
- Law & Society Association Meeting, New Orleans, LA, 2016
- American Sociological Association, Mini-Conference on “Precarious Work: Domination and Resistance in the US, China, and the World,” Seattle, WA, 2016
- Society for the Study of Social Problems, Seattle, WA, 2016

“How Has Precarious Work Changed Perceptions of Labor Law?” Remarklab Final Conference, Stockholm University, Stockholm, 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

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“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

“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, NC, 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, LA 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, Pompeu Fabra University, Barcelona, Spain, 2013
- University of Minnesota Law School, Faculty Workshop, Minneapolis, MN, 2013
- Law & Society Annual Meeting, Boston, MA, 2013
- 8th Annual Labor & Employment Law Colloquium, University of Nevada Las Vegas Law School, Las Vegas, NV, 2013
- LatCrit Annual Meeting, Chicago, IL, 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

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“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

“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, IL, 2011

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

- Regulating for Decent Work Conference, ILO, 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, IL, 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, IL, 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, IL, 2007

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“Derechos mancos 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

“The Future of the Federal Workforce,” Labor Law Group meeting, San Juan, Puerto Rico, 2025

“Time’s Up!: Rethinking Standards in Boundaryless Work,” Labour Law Research Network 7,
Bangkok, Thailand, 2025

“General Issues of Labor Law – Litigation,” Labor Law Research Network 6, Warsaw, Poland, 2023

“Digitalization, Robots, and Human Work,” ILERA World Congress (virtual), 2021

“The Precarious Workplace,” Texas A&M University (virtual), 2021

“A Discussion of Labor Law Centers Around the World,” 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, IL, 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

OTHER EXPERIENCE

Consultant, Torres & Velaz Law Firm, San Juan, PR, 2009–10

Contract Attorney, Gladstein, Reif & Meginniss, PC, New York, NY, 2007–08

Associate Attorney, Levy Ratner, PC, New York, NY, 2005–07

Assistant General Counsel, UNITE-HERE Local 6, New York, NY, 2005

Summer Associate, McConnell Valdés Law Firm, San Juan, PR, 2003

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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

BAR ADMISSIONS

State of New York

Commonwealth of Puerto Rico

LANGUAGES

Bilingual in Spanish and English