

# In Critical Solidarity

Newsletter of the American Sociological Association's Section on Labor & Labor Movements  
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## *Message from the Chair*

The labor section has been my intellectual home since its inception, because it is one of the few sections in the American Sociological Association that respects and encourages praxis. Our members are scholars, practitioners and activists (sometimes simultaneously!). This creates a vibrant and dynamic section that is focused on understanding the world, but also changing it. I am honored and excited to have been elected as Chair and look forward to working with all of you.

We had a small, but exciting meeting in Atlanta and we are busily preparing the program for next year. Chicago promises to be an exciting meeting. We will have two thematic sessions, one on the Haymarket Strike and the other analyzing Bread and Roses in a historical context. Additionally, we will have sessions on global labor, employment insecurity, labor and community activism in Chicago, and immigration and guest workers (to be co-sponsored with the section on Race, Gender and Class). I encourage you to contribute your scholarship to these panels, and please encourage others to submit their work also.

In addition to organizing these terrific sessions in Chicago, we have a number of important projects this year. We are continuing and building on our relationship with the section on Race, Gender and Class. We are also going to kick off our graduate-student mentoring program with a luncheon in Chicago. Finally, we are going to be launching a Facebook page and updating our website. If you are interested in participating in any of these programs please contact me.

Carolina Bank Muñoz

*A letter to the ASA section on  
Labor and Labor Movements about  
the Real Utopias theme of the 2012  
ASA annual meeting*

Erik Olin Wright

October 2010

The theme for the 2012 Annual meeting of the ASA is “Real Utopias: Emancipatory projects, institutional designs, possible futures.” I am hoping that many of the sections of the American Sociological Association will be enthusiastic about engaging this theme in some of the sessions which they directly organize, but I also hope that members of different ASA sections will submit proposals to the program committee for thematic panels which explore the problem of real utopias within their subfield.

There are many issues in the study of Labor and Labor Movements that connect with the Real Utopias Theme. Historically, after all, the labor movement in the broad sense has been one of the most central movements for envisioning alternatives to existing capitalist structures of power and inequality. Certainly issues of worker participation and empowerment within firms figures prominently in discussions of social emancipation. In my own work on real utopias, one of the issues I address is the idea of a “positive class compromise” (in contrast to “negative class compromise”) as a way of thinking about institutional configurations that simultaneously solve practical problems for capitalism while expanding the scope of working class power. This is close to what Andre Gorz called “nonreformist reforms” and is one way of thinking about strategies for creating the conditions for building alternatives. And, of course, there is the venerable discussion of union democracy – of the problem of building deeper forms of democratic life into the union movement itself. In these and many other ways (and ways I haven’t thought of), the labor movement is part of the agenda of real utopias. My hope is that there are people in the Labor and Labor Movements section who will be enthusiastic about the theme

and creatively elaborate proposals for panels at the 2012 meeting. Information about submitting proposals for different kinds of panels for the meeting can be found at:

[http://www.asanet.org/footnotes/septoct10/2012\\_0910.html](http://www.asanet.org/footnotes/septoct10/2012_0910.html).

To facilitate such proposals I thought it might be helpful if I shared some of my general ideas on the structure of the thematic and plenary panels for the 2012 meetings. This is all quite tentative – the first real meeting of the program committee where these and other ideas will be discussed will be in early December – but it may give people some idea of the kinds of things I hope to see happen. What follows, then, is a brief sketch of the different kinds of panels around the theme of Real Utopias I would like see at the meeting.

**I. Real Utopia Proposals Sessions.** Each of these sessions will revolve around a proposal for a real utopian design to resolve some domain of problems. Examples would include: unconditional basic income, market socialism, equality-sustaining parental leaves, participatory budgets, random-selection democratic assemblies, worker cooperatives, stakeholder corporations, solidarity finance, democratic media, etc. The ideal here is to recruit an anchor person for the session who we know has already worked extensively on formulating such real utopia designs rather than simply a person who has thought critically about the theme (although there will certainly be flexible on this). This format will not be appropriate for all of the themes around real utopias; it will be especially effective for those problems around which there exists an on-going discussion of alternative institutions.

**II. Film/documentary sessions.** I think it would be interesting to have a number of sessions which present documentary films on exemplary and iconic cases of social innovations to solve problems. The intention here is not to have cheerleading films, but documentaries that analyze specific kinds of leading cases. The films could either be presented by the filmmaker or by an expert who researches the case and could lead

a discussion following the film. Most documentaries which are thematically relevant on these issues tend to be mainly about social movements and struggles – sometimes of the “heroic struggle” variety – and not so much about outcomes, institutional innovations, actual transformations of social structures. So, I am not sure exactly what is available.

**III. Thematic panels around broad topics and disciplinary subfields.** Some of the topics listed under Real Utopia Proposals sessions could be shifted to these regular thematic sessions if we don’t find a suitable anchor person with a well-worked out institutional/transformational proposal. And some of the topics listed below, of course, could also be moved to the institutional proposal category. In terms of format, I have a strong preference for sessions which do not have so many presentations that there is little time for discussion, and generally I prefer sessions without discussants – my experience is that it is usually more interesting to have discussion from the floor unless the discussant is really engaged in a debate with a specific argument (as in the proposal sessions). For these sessions, then, I would generally like three presenters and no discussant.

**IV. Plenary Panels.** The program contains up to three plenary sessions – one on Friday evening and the in the noon slot on Saturday and Sunday. Tentatively, I am thinking of the following possibilities:

1. *Big Ideas for Real Utopias:* This could be one or two of the plenary panels, depending on other plenary suggestions. The idea would be to have a panel(s) featuring very prominent, articulate advocates of specific real utopian proposals. I envision three presentations for this panel, each around some Big Idea. One idea is also for these panelists to lead a proposal-thematic session (category I above) on the day after they are on the plenary panel. This would make it possible for there to be intensive discussion of the high profile ideas presented in the plenaries.

2. *Energy, the environment, and global warming:* This plenary would focus on institutional designs for countering global warming and other aspects of ecological crisis rather than just the nature of the problem itself. Mostly when I have seen panels and discussions of these issues the discussion of institutional design is pretty thin. There is a sharp indictment of existing consumption and production patterns and a call for dramatic transformation in how we do things, but little discussion of the mechanisms for accomplishing this and how sustainability and low growth can be institutionalized and reproduced.

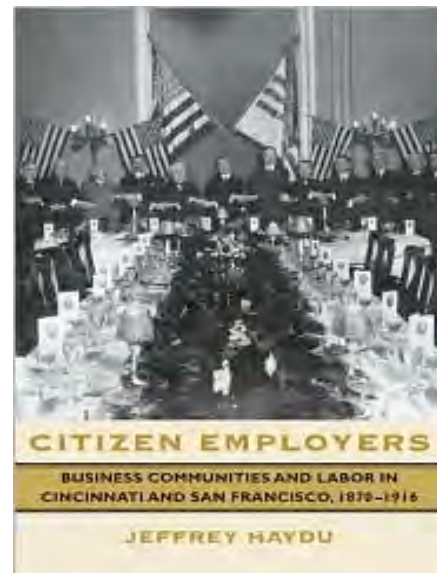
3. *Sociology as Real Utopia:* I am less sure about this, but it might be possible to have a session which reflected on the nature of the discipline and academic life, and asked what the real utopia vision for sociology might be.



### Section Awards for 2010

#### Scholarly Monograph Award (co-winner):

**Jeffrey Haydu** (UC San Diego), *Citizen Employers: Business Communities and Labor in Cincinnati and San Francisco, 1870-1916* (Cornell University Press, 2008)



Haydu offers a necessary corrective to the literature on class formation by problematizing and then exploring the process of class formation from the perspective of the capitalist class. His deft use of case comparisons of employers in Cincinnati and San Francisco around the turn of the twentieth century shows different responses among local capitalist elites to the challenges of rapid industrial growth, technological restructuring of production, and labor militancy.

Whereas Cincinnati's bourgeoisie developed a cohesive social, political, and economic identity organized around ideas of "business citizenship" and couched within rhetoric that positioned themselves "above" class divisions, San Francisco's bourgeoisie remained divided among sectional interests, adopting instead an ideology that Haydu refers to as "practical corporatism," one which acknowledged class divisions as a fact of life and sought to advance the social good through negotiations between tightly organized groups of class representatives. In order to explain these divergent outcomes, Haydu integrates scholarship from social movement, cultural, and institutional sociology, enriching existing understandings of class formation and political economy. In doing so, he provides useful tools not only for explaining differences among capitalist elites at the turn of the twentieth century, but also for understanding current-day employer attitudes towards unions and their self-appointed position of economic leadership.

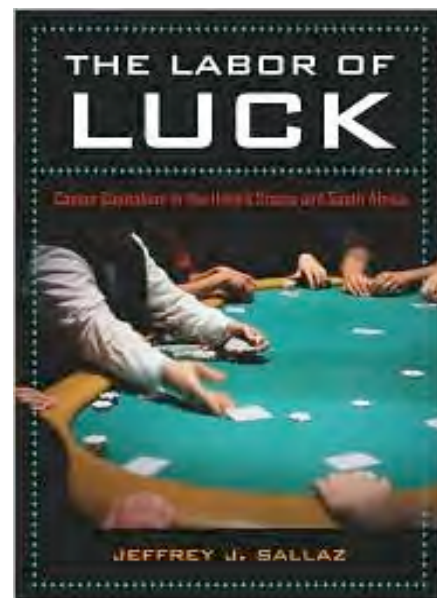
#### Scholarly Monograph Award (co-winner):

**Jeffrey J. Sallaz** (University of Arizona), *The Labor of Luck: Casino Capitalism in the United States and South Africa* (University of California Press, 2009)

*Labor of Luck* is organized around a theoretical and empirical puzzle about "going Vegas": Why should the experience and organization of service work in two physically-identical casinos—one in Las Vegas and one in South Africa—be so different? And not only different, but unexpect-

edly so. Drawing on but also challenging Michael Burawoy's theory of the politics of production, Sallaz finds that production politics at the strongly-unionized and more tightly-regulated of the two casinos (in South Africa) is not hegemonic, but despotic—while a hegemonic regime flourishes at the nonunion and less-stringently-regulated casino (in Las Vegas). To tackle the puzzle, Sallaz begins with a worm's-eye view of life at the gaming tables, then works the "ethnographic chain" upwards, laboring first as blackjack dealer and then pit boss in both countries.

Then, at both sites, he adds an immeasurably important macro- and comparative-historical approach, providing now a bird's-eye view by interviewing management and digging up the history of the role of state actors in regulating the industry. From ethnographic re-visit, to historical comparison, to cross-national analysis, Sallaz uses an entire sociological toolbox to draw real theoretical insight into how and why work is organized in a global service industry in particularly local ways. Through his clear and enticing prose, Sallaz expertly and convincingly illustrates the processes that led to the formation and maintenance of a hegemonic labor regime in Las Vegas, as opposed to the despotic labor regime in South Africa.





**Best Article Award (co-winner):**

**Larry Isaac**, "Movements, Aesthetics, and Markets in Literary Change: Making the American Labor Problem Novel," *American Sociological Review* (2009) 74:938-965.

Isaac utilizes an impressive data set of literary novels to examine the impact of labor movements on cultural production. Isaac's innovative and systematic analysis reveals that the emergence of a new fiction subgenre, the "labor problem novel," in the late 19th and early 20th centuries was the result of a combination of interrelated factors, including the rise of contentious labor politics as well as changes in the field of literary production. A series of major events, including the first national-level worker mobilization in the summer of 1877, the 1896 Haymarket Riot and the 1894 Pullman strike, projected issues related to wages and the working-class to the forefront of the American public consciousness. The rise of "realist" tendencies in the literary field and the passage of U.S. copyright protection laws for authors created the conditions for novels depicting the "real" problems facing workers under industrial capitalism to "take-off." Five hundred labor problem stories were published between 1870 and 1919, revealing how a confluence of exogenous and endogenous factors resulted in the birth of a new cultural form. The rise of alternative outlets for expressing workers' everyday realities under industrial capitalism such as muckraker journalism and labor films exerted competitive pressures upon the labor problem novel, weakening publishing rates and contributing to its eventual decline by the 1920s. By focusing on the labor movement as an agent of cultural change, Isaac's analysis broadens the way that labor studies has typically evaluated the historical consequences of labor protests in terms of "success and "failure" frameworks and in terms of political change. It also emphasizes the theoretical and empirical insights that occur when combining the study of labor contention with the study of social movements and cultural change, more broadly, setting an innovative example for the sociology of labor and labor movements.

**Best Article Award (co-winner):**

**Joshua Page**, "Manufacturing Affinity: The Fortification and Expression of Ties between Prison Officers and Crime Victims," *Journal of Contemporary Ethnography* (2008) 37(6):745-777.

Page engages in an innovative and original analysis of a labor union. His article takes on a topic of great importance, the current state of incarceration, and views it through a unique angle, the California prison officers' union. His innovative case selection, based on in-depth ethnographic observation of the union's annual conventions, union rallies, legislative hearings, workshops and informal gatherings, is matched by a theoretically compelling analysis. By analyzing the dynamics of public assemblies, Page highlights two important features of unions: 1) the important affective work that unions do in creating affinities and solidarities with non-worker groups, namely crime victims' advocacy groups and 2) the critical role of unions in providing resources, both material and political, to civic groups that support the interests of union members. By broadening the study of union gatherings beyond strikes and pointing our attention to sites of solidarity building activity beyond workers, Page shows how an unpopular yet well-resourced union like the prison officers' union is able to deepen its legitimacy and advance its interests. Page also recognizes the importance of interrogating the social and symbolic dimensions of union activity to better understand the contemporary dynamics of labor unions in the neoliberal era. By naturalizing its affinities with sympathetic groups such as the victims of violent crimes, the prison officers' union has tied the growth of bread and butter issues such as membership growth to basic public safety and security issues for civilians. Consequently, the union has not only avoided the kind of membership crises facing unions in the manufacturing sector, but it has also linked union representation issues to the explosion of the incarcerated population and the expansion of the prison industrial complex.

***The Shattered American Dream:  
Unemployed Workers Lose Ground,  
Hope, and Faith in their Futures***

Copies of “The Shattered American Dream: Unemployed Workers Lose Ground, Hope, and Faith in their Futures” by Jessica Godofsky, Carl Van Horn, Ph.D., and Cliff Zukin, Ph.D., are available online at <http://bit.ly/hDB6q4> from the John J. Heldrich Center for Workforce Development, Rutgers University.

National survey finds...

- \* Nearly 6 in 10 unemployed workers have sought new job for more than one year; fully one-third have searched for more than two years.
- \* 41% of jobless Americans doubt the ability of either President Obama or a Republican Congress to lead economic recovery
- \* Prolonged unemployment of U.S. workers leads them to question the value of hard work

A new survey of unemployed American workers documents dramatic erosion in the quality of life for millions of Americans. Their financial reserves are exhausted, their job prospects nil, their family relations stressed, and their belief in government’s ability to help them is negligible. They feel hopeless and powerless, unable to see their way out of the Great Recession that has claimed 8.5 million jobs.

The survey shows that only one-quarter of those first interviewed in August 2009 have found full-time jobs some 15 months later. And most of those who have become reemployed have taken jobs they did not really want for less pay. Moreover, the recession has wreaked havoc on the retirement plans of older workers.

These are some of the main findings of “The Shattered American Dream: Unemployed Workers Lose Ground, Hope, and Faith in their Futures,” a new report from the John J. Heldrich Center for Workforce Development at Rutgers, The State University of New Jersey. The

Heldrich Center first interviewed a national sample of 1,202 unemployed workers in August 2009, using the web-enabled KnowledgePanel® conducted by Knowledge Networks of Menlo Park, CA. Just over 900 were re-interviewed in March 2010, and 764 were re-interviewed between November 5 and 28, 2010 for this report.

The survey, coming on the heels of the national election on November 2, finds that only 30% of the unemployed feel more hopeful about an economic recovery as a result of the election. When asked to choose between President Obama and the Republicans in Congress in who they trust to do a better job handling the economy, "neither" wins at 41%. One third (32%) chose the President and far fewer -- just 17% -- pick the Republicans in Congress. Another 9% say they trust "both."

Professor Carl Van Horn, Director of the Heldrich Center and a co-author of the study, commented, "Well over half of the unemployed have been looking for a job for over a year, and are pessimistic about their chances of getting a new job in the next year. They face a situation not of their own making and have exhausted all ideas of what to do next to get work and take care of their families. The climate is one of pessimism, tinged with resignation."

Among the main findings of the survey:

- \* More than half of the unemployed (58%) are pessimistic about finding a job in the near future.
- \* By a margin of 61% to 35%, more feel they will be stuck in their current financial shape rather than making it back to where they were before the recession began.
- \* Over half (54%) say the recession has caused stress among family members.
- \* Three in five (61%) say the economic situation has had a major impact on their family; over half say the recession has caused them to make a major change in their lifestyle.

The amount of time people have been without a job documents the intransigence of the country's fight with unemployment. About 6 in 10 of the

unemployed have been on the job hunt for at least a year, with fully one-third looking for over two years. Just under half of the unemployed believe another year will go by before they begin working again, if ever, or are unsure when they'll return to earning a regular income.

Unemployed workers' assessment of the long-term impact of the recession is bleak. Just 9% think the economy will begin to recover in the next year, with another 33% anticipating economic recovery within two years; 56% believe recovery is three or more years out. Half believe there will be lasting changes in how secure workers feel in their jobs, the ability of young people to attend college, and workers having to take jobs below their skill level. Even more, around 60%, feel that older workers will not be able to retire when they want and will have to work part time in retirement.

The financial condition of the unemployed is dire. Some 81% rate their personal financial situation as being in only fair or poor shape, with 46% saying they are in flat out poor shape. Comparing how much they now have in salary and savings to before the recession began, 73% say they have less, including 58% who say they have a lot less. Just 38% feel they will do better in the coming year. And, in a sad state of resignation, only 35% believe they will get back to where they were before the recession -- 61% are resigned to the idea that they will have to accept a downwardly mobile economic station.

The unemployed are in perilous economic shape. Whatever fat there may have been in the family budget is long gone. At this point, sacrifices are cutting into muscle, and the soul is being diminished. Half of the panelists surveyed say they have given up things they consider desirable, and another 40% are also forgoing what is essential to get by. When asked to name areas where they have reduced spending so much that it has made a difference in their family's day-to-day life, 51% check off food, 73% clothing, 42% shelter, and 45% health care. Overall, 52% say there has been a major change in their lifestyle.

Professor Cliff Zukin, a co-author of the study, commented, "The depth and length of the recession's toll on the unemployed has caused them first to question and now to disbelieve one of the fundamental tenets of the American credo - that people have it in their power to succeed if they work hard enough."

A national survey conducted in the late fall by The Washington Post, the Kaiser Family Foundation, and Harvard University found that 66% of the general public believe that "most people who want to get ahead can make it if they're willing to work hard," and 32% feel that "hard work and determination are no guarantee of success." The Heldrich Center survey of the unemployed finds 57% believing that hard work does not guarantee success, and just 40% feeling that hard work will lead to success.

The recession has hit jobless workers over 50 years of age particularly hard. It has scrambled the retirement plans of the great majority of those over 50: 27% are involuntarily retired, unable to find jobs and dropping out of the labor force; another 46% say they will have to put off retirement. These plans will have significant consequences for demands on the nation's system of social security: one-fifth of unemployed workers over age 50 reports having filed for social security, while another two-fifths say they will do so as soon as they are eligible.

The reemployed have no bed of roses. Between first contact in August 2009 and the November 2010 survey, just 26% landed full-time jobs. Adding part-time workers who do not want a full-time job brings this number up to 34%. While they are now employed, it has come at a substantial cost. By a margin of 54% to 46%, more say their new job is just something to get them by while they look for something better, as opposed to really wanting to do for the long term. Fully 4 in 10 say they had to take a job in a new field or career. Just over half say they are satisfied with their job; less than half say they are not concerned with job security in their new perch. Half took a cut in pay or benefits.

### *The Shameful Attack on Public Employees*

Robert Reich is the author of *Aftershock: The Next Economy and America's Future*, now in bookstores. This post originally appeared at [RobertReich.org](http://RobertReich.org).

In 1968, 1,300 sanitation workers in Memphis went on strike. The Rev. Martin Luther King, Jr. came to support them. That was where he lost his life. Eventually Memphis heard the grievances of its sanitation workers. And in subsequent years millions of public employees across the nation have benefited from the job protections they've earned.

But now the right is going after public employees.

Public servants are convenient scapegoats. Republicans would rather deflect attention from corporate executive pay that continues to rise as corporate profits soar, even as corporations refuse to hire more workers. They don't want stories about Wall Street bonuses, now higher than before taxpayers bailed out the Street. And they'd like to avoid a spotlight on the billions raked in by hedge-fund and private-equity managers whose income is treated as capital gains and subject to only a 15 percent tax, due to a loophole in the tax laws designed specifically for them.

It's far more convenient to go after people who are doing the public's work -- sanitation workers, police officers, fire fighters, teachers, social workers, federal employees -- to call them "faceless bureaucrats" and portray them as hooligans who are making off with your money and crippling federal and state budgets. The story fits better with the Republican's Big Lie that our problems are due to a government that's too big.

Above all, Republicans don't want to have to justify continued tax cuts for the rich. As quietly as possible, they want to make them permanent. But the right's argument is shot-through with bad data, twisted evidence, and unsupported assert-

ions. They say public employees earn far more than private-sector workers. That's untrue when you take account of level of education. Matched by education, public sector workers actually earn less than their private-sector counterparts.

The Republican trick is to compare apples with oranges -- the average wage of public employees with the average wage of all private-sector employees. But only 23 percent of private-sector employees have college degrees; 48 percent of government workers do. Teachers, social workers, public lawyers who bring companies to justice, government accountants who try to make sure money is spent as it should be -- all need at least four years of college.

Compare apples to apples and you'd see that over the last fifteen years the pay of public sector workers has dropped relative to private-sector employees with the same level of education. Public sector workers now earn 11 percent less than comparable workers in the private sector, and local workers 12 percent less. (Even if you include health and retirement benefits, government employees still earn less than their private-sector counterparts with similar educations.)

Here's another whopper. Republicans say public-sector pensions are crippling the nation. They say politicians have given in to the demands of public unions who want only to fatten their members' retirement benefits without the public noticing. They charge that public-employee pension obligations are out of control.

Some reforms do need to be made. Loopholes that allow public sector workers to "spike" their final salaries in order to get higher annuities must be closed. And no retired public employee should be allowed to "double dip," collecting more than one public pension.

But these are the exceptions. Most public employees don't have generous pensions. After a career with annual pay averaging less than \$45,000, the typical newly-retired public



employee receives a pension of \$19,000 a year. Few would call that overly generous.

And most of that \$19,000 isn't even on taxpayers' shoulders. While they're working, most public employees contribute a portion of their salaries into their pension plans. Taxpayers are directly responsible for only about 14 percent of public retirement benefits. Remember also that many public workers aren't covered by Social Security, so the government isn't contributing 6.25 of their pay into the Social Security fund as private employers would.

Yes, there's cause for concern about unfunded pension liabilities in future years. They're way too big. But it's much the same in the private sector. The main reason for underfunded pensions in both public and private sectors is investment losses that occurred during the Great Recession. Before then, public pension funds had an average of 86 percent of all the assets they needed to pay future benefits -- better than many private pension plans.

The solution is no less to slash public pensions than it is to slash private ones. It's for all employers to fully fund their pension plans.

The final Republican canard is that bargaining rights for public employees have caused state deficits to explode. In fact there's no relationship between states whose employees have bargaining rights and states with big deficits. Some states that deny their employees bargaining rights -- Nevada, North Carolina, and Arizona, for example, are running giant deficits of over 30 percent of spending. Many that give employees bargaining rights -- Massachusetts, New Mexico, and Montana -- have small deficits of less than 10 percent.

Public employees should have the right to bargain for better wages and working conditions, just like all employees do. They shouldn't have the right to strike if striking would imperil the public, but they should at least have a voice. They often know more about whether public programs are working, or how to make them work better, than political

appointees who hold their offices for only a few years.

Don't get me wrong. When times are tough, public employees should have to make the same sacrifices as everyone else. And they are right now. Pay has been frozen for federal workers, and for many state workers across the country as well.

But isn't it curious that when it comes to sacrifice, Republicans don't include the richest people in America? To the contrary, they insist the rich should sacrifice even less, enjoying even larger tax cuts that expand public-sector deficits. That means fewer public services, and even more pressure on the wages and benefits of public employees.

It's only average workers -- both in the public and the private sectors -- who are being called upon to sacrifice.

This is what the current Republican attack on public-sector workers is really all about. Their version of class warfare is to pit private-sector workers against public servants. They'd rather set average working people against one another -- comparing one group's modest incomes and benefits with another group's modest incomes and benefits -- than have Americans see that the top 1 percent is now raking in a bigger share of national income than at any time since 1928, and paying at a lower tax rate. And Republicans would rather you didn't know they want to cut taxes on the rich even more.



### New Publications

Robyn Magalit Rodriguez, *Migrants for Export: How the Philippine State Brokers Labor to the World* (University of Minnesota Press, 2010), [http://www.upress.umn.edu/Books/R/rodriguez\\_migrants.html](http://www.upress.umn.edu/Books/R/rodriguez_migrants.html)

How the Philippines transformed itself into the world's leading labor brokerage state . . .



Robyn Magalit Rodriguez investigates how and why the Philippine government transformed itself into what she calls a labor brokerage state, which actively prepares, mobilizes, and regulates its citizens for migrant work abroad. Filipino men and women fill a range of jobs around the globe; they have even worked in the Middle East to support U.S. military operations. Those who leave the country to work and send their wages to their families at home are treated as new national heroes. Drawing on ethnographic research of the Philippine government's migration bureaucracy, interviews, and archival work, Rodriguez presents a new analysis of neoliberal globalization and its consequences for nation-state formation.

“Robyn Magalit Rodriguez shows us the strong articulation of a business and a political logic in the Philippine state's organized export of workers. Maintaining the loyalty of its annual average million plus exported workers becomes critical for the state's business side of these exports. Through her study of the extreme case that is the Philippines, Rodriguez makes a major contribution to our understanding of a range of small and big puzzles in the migration literature.”  
— Saskia Sassen, author of *Territory, Authority, Rights*

“Migrants for Export, which focuses on the Philippine state as a ‘labor brokerage state,’ explores the novel, yet important roles the state has come to play in contemporary migratory processes. Rodriguez makes a timely and fresh argument that offers a provocative way for understanding the place of the state in these processes.”  
— Lieba Faier, author of *Intimate Encounters: Filipina Women and the Remaking of Rural Japan*



Kim Scipe's new book, *AFL-CIO's Secret War against Developing Country Workers: Solidarity or Sabotage?* (Lanham, MD: Lexington Books), ISBN: 978-0-7391-3501-3, was published in September. His article, “Why Labor Imperialism? AFL-CIO's Foreign Policy Leaders and the Developing World,” will be published in *Working USA: The Journal of Labor and Society*, Vol. 13, No. 4, in December 2010.



***Student Research***

To apprise section members of the exciting new research being conducted by the new generation of labor sociologists, current and former section chairs and a newsletter editor—Carolina Bank Muñoz, Kate Bronfenbrenner, Chris Tilly, Edna Bonacich, Dan Clawson, Jill Esbenshade, Peter Evans, Rick Fantasia, Jeff Goodwin, Ruth Milkman, Michael Schwartz, Judy Stepan-Norris, and Kim Voss—solicited listings from student members. About half the student membership of our section responded, and their listings are published below, listed alphabetically by university and then by last name.

Boston College

Betsy Leondar-Wright  
Primary Advisor: William A Gamson  
“Class Culture Differences in Activist Groups,”  
Dissertation in progress.

Brandeis University

Clare Hammonds  
Primary Advisor: Karen V. Hansen  
“Non-Traditional Union Organizing in Early  
Childhood Education.”

Brown University

Ana Margarida Fernandes Esteves  
Primary Advisor: Paget Henry  
“Grassroots mobilization, co-production of public  
policy and the promotion of participatory  
democracy by the Brazilian Solidarity Economy  
movement,” Dissertation in progress.

CUNY Graduate Center

Jeffrey D. Broxmeyer  
Primary Advisor: Frances Fox Piven  
“From the Work of Politics to the Politics of  
Work: American Employers and Low-Wage  
Labor,” Dissertation in progress.

Indiana University, Bloomington

Michael F. Thompson  
Primary Advisor: Patricia A. McManus  
“A Case of Progressive Federalism? Political  
Institutions and State Minimum Wage Laws

within the United States,” Dissertation in  
progress.

London School of Economics

Jose-Luis Alvarez-Galvan  
Primary Advisor: Patrick McGovern  
“Service work and subcontracting in the new  
economy.”

MIT

Erica Dobbs  
Primary Advisor: Michael Piore  
“Parties, Unions, and Immigrant Political  
Representation in New Destination Countries of  
Western Europe,” Dissertation in progress.

Monash University, Australia

Andreas Pekarek  
Primary Advisor: Peter Gahan  
“Repertoires of action: a comparison of union  
capabilities in Australia and Germany,”  
Dissertation in progress.

New York University

Michael A. McCarthy  
Primary Advisors: Vivek Chibber & Jeff  
Goodwin  
“Class Strategies: How Organized Labor Shaped  
American Old-Age Security, 1940-1985,”  
Dissertation in progress.

Rutgers University

Manjusha Nair  
Primary Advisor: Jozsef Borocz  
“Unsure Militants: Workers' Unrest in Two  
Central Indian Towns, 1977-2007,” Dissertation  
in progress.

Elizabeth Nisbet  
Primary Advisor: Hal Salzman  
“The Role of the State in Low-Wage Labor  
Supply: A Case Study of Farmworkers in New  
York State,” Dissertation in progress.

SUNY Binghamton

Utku Balaban  
Primary Advisor: Caglar Keyder  
“A Conveyor Belt of Flesh: Urban Space and the

Proliferation of Industrial Labor,” *Practices in Istanbul’s Garment Industry*, Friedrich Ebert Foundation Press, forthcoming January 2011.

SUNY Stony Brook

Louis Edgar Esparza

Primary Advisor: Michael Schwartz  
 “Grassroots Human Rights Activism in Contemporary Colombia,” Dissertation, winner of the 2010 Latin American Studies Association / Oxfam America Dissertation Award.

Fernanda Page

Primary Advisor: Michael Schwartz  
 “Day Laborers: from mobilization to bureaucratization.”

Juhi Tyagi

Primary Advisor: Michael Schwartz  
 “Theorizing Guerilla Movements.”

University of California, Berkeley

Barry Eidlin

Primary Advisor: Kim Voss  
 “The Class Idea: Politics, Ideology, and Class Formation in the United States and Canada in the Twentieth Century,” Dissertation in progress.

Fidan Elicioglu

Primary Advisor: Michael Burawoy  
 “Producing Precarity: The Temporary Staffing Agency in the Labor Market” in *Qualitative Sociology*, 2010.

Eli Friedman

Primary Advisor: Peter Evans  
 “Rupture and Representation: Migrant Workers, Unions, and the State in China.”

Katherine Maich

Primary Advisor: Raka Ray  
 “Disciplined Go-Getters and Passive Onlookers: Gendering Divisions at an Immigrant Worker Center,” MA paper.

Michele L. Rossi

Primary Advisor: Kristin Luker  
 “Indistinction: Class, Culture, and Capital in the

Making of Unexceptional Americans,”  
 Dissertation in Progress.

Jennifer Seminatore

Primary Advisors: Peter Evans & Laura Enriquez  
 “The Consequences of Collective Action: The Blue-Green Coalition and the Emergence of a Polanyian Social Movement,” Winner, 2010 Distinguished Graduate Student Article, ASA Section on Labor and Labor Movements.

University of California, Irvine

Jasmine Kerrissey

Primary Advisor: Judy Stepan-Norris  
 “Union Mergers and the Labor Movement, 1886-2005.”

Paul James Morgan

Primary Advisor: Nina Bandelj  
 “Crafting Work: The Negotiation of Economic Worth and Aesthetic Value in the Work of Crafters,” Dissertation in progress.

Dan Schneider

Primary Advisor: Judy Stepan-Norris  
 “Immigrant Participation in Labor Movements: 1995 – 2010,” MA in progress.

University of California, Los Angeles

Kyle Arnone

Primary Advisor: Maurice Zeitlin  
 “In Solidarity?: Collective Capacity, Organization, and Strategy in the 1996 Port Truckers’ Campaign,” MA paper.

Joshua Bloom

Primary Advisors: Michael Mann & William Roy  
*Working for Justice: The L.A. Model of Organizing and Advocacy*, co-edited with Ruth Milkman and Victor Narro, Cornell University Press, 2010.

Ana Luz Gonzalez

Primary Advisor: Abel Valenzuela Jr.  
 “Geographies of Work: Day Labor Hiring Sites and the Economic and Community Outcomes of Day Labor Work in the U.S.,” Dissertation in progress.



Julia Tomassetti

Primary Advisor: Maurice Zeitlin

“Who is a Worker? Partisanship and Ideology on the National Labor Relations Board.”

Sylvia Zamora

Primary Advisor: Vilma Ortiz

“‘This is not a Black issue or Latino issue, this is Our issue!’: Framing Commonality in a Multiethnic Coalition.”

University of California, Riverside

Nafelie Monsour

“African-American Pastors' Opinions of the Megachurch Phenomenon and Social Justice.”

Dolores Ortiz

Primary Advisor: Ellen Reese

“Reproductive health, sexuality, and parenting among young adults and teens in Southern California Latino communities,” Dissertation in progress.

Jason Struna

Primary Advisor: Ellen Reese

"Toward a Theory of Global Proletarian Fractions," in *Perspectives on Global Development & Technology*, 2009.

University of California, Santa Cruz

Claudia Maria Lopez

Primary Advisor: Steve McKay

"Si Te Vas No Hay Lio": The Impact of U.S. Drug Policy on Colombian Women's Migration.”

University of Massachusetts

Dwanna L. Robertson

Primary Advisor: Joya Misra

Andrew S. Fullerton, Dwanna L. Robertson and Jeffrey C. Dixon. “Reexamining the Relationship between Flexibility and Insecurity: A Multilevel Study of Perceived Job Insecurity in 27 European Countries,” in *Research in the Sociology of Work: Comparing European Workers* Volume 22, forthcoming.

University of Michigan

Alice B. Gates

Primary Advisors: Margaret Somers & Lawrence Root

“Narrowing the citizenship gap? Immigrant worker centers and the promise of hybridity.”

University of North Carolina

Vanesa Ribas

Primary Advisor: Jacqueline Hagan

“On the Line: The Working Lives of Latinos and African Americans in the New South,” Dissertation in progress.

James Kevin Benson

Primary Advisor: Wei Zhao

“Hegemonic Masculinity: The Perpetuation of Male Dominance in Leadership.”

University of Western Ontario

Susan Sverdrup-Phillips

Primary Advisor: Wolfgang Lehmann

“Work to School Transitions.”

University of Wisconsin, Madison

Matthew F. Nichter

Primary Advisor: Erik Olin Wright

“Rethinking the Origins of the Civil Rights Movement: Radicals, Repression, and the Black Freedom Struggle, 1930-1970,” Dissertation in progress.

Edo Navot

Primary Advisor: Erik O. Wright

“Positional Power: a bargaining power theory of inter-industry wage differentials.”

Yale University

Kristin Plys

Primary Advisor: Julia Adams

“Worker Self-Management in Comparative Historical Perspective.”



### *World Wide Work*

ICS is pleased to reprint the following holiday edition of *World Wide Work*, a free bulletin published by the American Labor Education Center, an independent nonprofit founded in 1979. You may subscribe to the bulletin for free at [TheWorkSite.org](http://TheWorkSite.org), a site that provides free, adaptable tools for grassroots education and organizing.

#### FILMS

**Me, Too (Yo, Tambien).** From Spain comes this highly unusual, well-made feature film that focuses on two characters – the first person with Down’s Syndrome to graduate from a Spanish university, and his office mate at his first job, an attractive but unhappy woman. The film carefully dodges predictable clichés as their relationship develops and we learn more about their respective pasts.

**La Mission.** In this feature film full of sympathetic and appealing characters, a tough Latino single father in San Francisco reacts with rage when he discovers that his teenage son is gay. His understanding of his son and of domestic violence evolves through interactions with neighbors, friends, and family.

**Udaan.** A young man in India wants to become a writer, but his authoritarian and even abusive father demands that he start working his way up to take over the family steel- making business. This memorable 134-minute feature film is an example of new Indian cinema that transcends Bollywood clichés to deal with real cultural issues.

**Temple Grandin.** The true story of an autistic girl who grew up to be a successful agricultural engineer is told in this effective two-hour feature film that shows what the world looks and feels like from her point of view.

**Harvest of Loneliness.** Policymakers in Washington, DC continue to consider a so-called “guest worker” program that would bring cheap labor

from Mexico and other countries into the U.S., with no right for the workers to become citizens once their temporary work contract is completed. An hour-long documentary, in both English and Spanish versions, reviews the history of the bracero program that fulfilled a similar function from 1942 to 1964. Interviews with former braceros and their families, along with stunning photos gleaned from archival research, reveal the human cost of the temporary worker policy. The film brings the issue up to date, describing how so-called “free trade” agreements have destroyed agriculture in Mexico and forced millions of people to come to the U.S. to find work.

**Out of the Silence.** Two men living in the Washington, DC area placed an announcement of their wedding in the newspaper of the small town of Oil City, PA, where one of them was raised. The controversy this caused prompted them to do an hour-long documentary about the situation of gay and lesbian teens and adults in that town. The filmmakers are encouraging organizations in small towns and rural areas across the U.S. to use the film to spark discussion.

**Salt.** Each year, an Australian photographer spends a week on Lake Eyre, a salt flat so huge that when he takes his cameras and camping gear out on it, he can’t see anything else in any direction. He compiled an hour-long film that combines time-lapse video footage, still photos, and recordings of his own musings during his time in isolation.

#### BOOKS

**Rebel Rank and File** edited by Aaron Brenner, Robert Brenner, and Cal Winslow (Verso). Many young people today have heard about movements from the 1960s to the early 1980s involving civil rights, women’s liberation, environmental protection, equality for gays and lesbians, opposition to the Vietnam War, and more. But few know that during that same period there was a widespread upsurge among workers in many industries, challenging corporate interests as well as old guard union leaders. Thousands of workers

engaged in illegal strikes, slowdowns, and other militant actions that are hard to imagine in today's climate. In this important collection of essays, authors with a range of leftist ideological leanings describe the upheavals that took place in a variety of industries. For the most part, they make a real effort to be honest and thoughtful, to avoid romanticizing, and to explore what could have been done differently so that the greatest worker rebellion since the 1930s might have had more lasting impact.

**Seaside Dreams** by Janet Costa Bates and Lambert Davis (Lee & Low). This charming children's book focuses on the mutually supportive relationship between a young girl and her grandmother, an immigrant to the U.S. from Cape Verde.

**Land Sharks** by S.L. Stoner (Yamhill). The second in an historical mystery series centered around Portland, Oregon, this sequel to *Timber Beasts* describes the practice of shanghaiing – in which working men were kidnapped and forced to work on ocean-going ships.

**Let Freedom Sing** by Vivian B. Kline (Outskirts Press). In this innovative historical novel, a group of high school students conducts research on the experience of African Americans in the Reconstruction period after the Civil War. The students hope to develop a musical centered on the first Fisk University Jubilee Singers. In the process, they learn a great deal about many of the key historical figures of that time, including Frederick Douglass, Susan B. Anthony, Mary Todd Lincoln, P.T. Barnum, and many more.

**Postville U.S.A.** edited by Mark Grey, Michele Devlin, and Aaron Goldsmith (Gemma). A small town in rural Iowa was home to the nation's largest kosher meatpacking plant until a raid by federal immigration authorities resulted in the arrest of one-fifth of the town's residents. Two professors and a former city council member lay out lessons they think other towns should learn from Postville's experience with diversity.

**East Eats West** by Andrew Lam (Heyday). The author, who emigrated to the U.S. from Vietnam with his family when he was a child, explores the interaction of Asian and North American cultures in this collection of short nonfiction stories.

**The Verso Book of Dissent** edited by Andrew Hsiao and Andrea Lim (Verso). 325 pages of short quotations are drawn from people from all over the world who have challenged the established order, from ancient Egypt to the present day. It could be useful as a reference book and to point the reader to the full texts.

**Greening Modernism** by Carl Stein (W.W. Norton). A professor delves into the details of what it will take to make our buildings energy efficient and sustainable. As one example, he compares the sustainability of retrofitting a school building with skylights vs. converting to electricity from solar panels or wind turbines.

## MUSIC

**Holly Happy Days** by Indigo Girls (Vanguard). A combination of original songs and traditional holiday tunes, backed by top-rate bluegrass musicians.

**Le Noise** by Neil Young (Reprise). Fans of Young won't be disappointed by this solo collaboration with producer Daniel Lanois. "Some see life as hope eternal, some see life as a business plan," Young sings. "Some will go to hell's inferno, for screwing up life in freedom land."



### *Job Announcements*

1. The Department of Global & Sociocultural Studies at Florida International University invites applicants for a tenured appointment as Associate Professor or Professor of Sociology, beginning Fall 2011. We seek an outstanding scholar and teacher with specializations in some combination of the following: labor/work, community/urban studies, globalization, economic sociology, political sociology, social movements, migration, gender, and race-ethnicity. We encourage applications from scholars whose expertise will strengthen the Department's commitment to Latin American and Caribbean Studies.

The recently established GSS Department is in a dynamic phase of growth. We are developing multiple BA degree programs and launching an innovative interdisciplinary doctoral degree program that weaves together anthropology, geography, and sociology. GSS has been designated a "signature" department in FIU's new School of International and Public Affairs (SIPA). Beginning January 2011, GSS will be housed in the newly opened SIPA building, which features state-of-the-art computing labs, electronic classrooms, and graduate student facilities. The Department's diverse faculty shares a commitment to cross-disciplinary research on the themes of identities and inequalities, migrations and diasporas, and nature-society. Please visit our website, <http://gss.fiu.edu/>, for more information.

Applicants should send a CV and letter of application and arrange to have three letters of recommendation sent under separate cover. Applications must be postmarked by February 15, 2011. Applications may be made through either of the following addresses: <https://www.fiujobs.org> or Prof. Richard Tardanico, Sociology Search Committee, Department of Global & Sociocultural Studies, DM 334, Modesto A. Maidique Campus, 11200 SW 8 St, Miami, FL 33199. Inquiries are welcomed at [richard.tardanico@fiu.edu](mailto:richard.tardanico@fiu.edu).

Florida International University is a member of the State University System of Florida and is an

Equal Opportunity, Equal Access Affirmative Action Employer.

2. Visiting Assistant Professor assigned to the Labor Education Program, School of Labor and Employment Relations, University of Illinois at Urbana Champaign Illinois is a world leader in research, teaching, and public engagement. We serve the state, the nation, and the world by creating knowledge, preparing students for lives of impact, and addressing critical societal needs through the transfer and application of knowledge. Illinois is the place where we embrace difference. We embrace it because we value it. Illinois is especially interested in candidates who can contribute, through their research, teaching, and/or service, to the diversity and excellence of the Illinois community.

**SHORT DESCRIPTION SUMMARIZING POSITION FUNCTIONS:** The School of Labor and Employment Relations invites applications and nominations for the full-time position of Assistant Professor of Labor and Employment Relations, assigned to the Labor Education Program. This is both an extension education program and an online undergraduate education program. LEP offers 80-100 courses annually that enroll as many as 3,000 union leaders and others and are taught at locations throughout Illinois; and offers over 70 online sections a year enrolling 2,000 undergraduate students. The successful candidate will pursue a career of research in areas relevant to the labor movement, teach off-campus extension classes, and develop and teach on-line educational offerings to university undergraduates, labor union members and workplace leaders throughout the State of Illinois. This position is based on the Urban-Champaign campus. Experience working with under-represented communities and Spanish language skills are both helpful. Considerable travel around the state is required; although some travel may be replaced by time spent teaching on-line.

This is a three-year visiting position, with a twelve-month appointment. There is a possibility this position would become permanent tenure-



track within 3 years contingent on financial circumstances of the labor studies degree program.

**MINIMUM QUALIFICATIONS:** Applicants must have a Ph.D. in an appropriate humanities or social science discipline or professional area of study (e.g., JD); however, ABDs who demonstrate a strong potential for conducting exemplary research and teaching and anticipate Ph.D. completion no later than August 2011 will be considered. Candidates with expertise in related research areas that focus on class, race, gender, or offer a transnational perspective is highly desired.

**SALARY:** Salary will be commensurate with experience

**APPOINTMENT STATUS:** Regular, 100% time tenure-track faculty appointment

**PROPOSED STARTING DATE:** Proposed starting date is August 16, 2011

**APPLICATION PROCEDURES:** Please create your candidate profile at <http://jobs.illinois.edu> and upload your statement of interest, vitae, a writing sample (recent publication, working paper, dissertation chapter) and if available, evidence of teaching, and email addresses and phone numbers of three professional references by February 28, 2011. All requested information must be submitted for your application to be considered. Interviews may be conducted before the closing date, although no hiring decisions will be made until after the search has closed.

For further information regarding application procedures, you may contact Professor Robert Bruno, 312-996-2491, [bbruno@illinois.edu](mailto:bbruno@illinois.edu). For more information, please see our website at <http://www.illinoislabored.edu>. Illinois is an Affirmative Action /Equal Opportunity Employer and welcomes individuals with diverse backgrounds, experiences, and ideas who embrace and value diversity and inclusivity.



### *Funding Opportunity*

United States Department of Labor, 2011 SCHOLARS Program

Applications Due: February 28, 2011

I. Summary. On behalf of the U.S. Department of Labor (the Department), Mathematica Policy Research, Inc. is pleased to announce a competition to fund one or two highly qualified researchers to carry out research projects, which are relevant to the Department's policy making. Proposed projects should contribute to the Department's mission of fostering, promoting, and developing the well-being of wage earners, retirees, and job seekers. Subject areas of interest include (but are not limited to):

- Employment and training
  - Impact of the American Recovery and Reinvestment Act of 2009
  - Public workforce system services to targeted populations (for example, veterans, persons with disabilities, migrant and seasonal farm workers, or Native Americans)
  - Advantages and drawbacks of on-the-job training as both a workforce development strategy and a pathway to stable employment
  - Links between One-Stop Career Centers and community colleges
  - Adult learning and addressing the unique needs of working learners
  - New and emerging occupations and skill and credential requirements
  - Sector strategies for workforce development
  - Educational and career pathways, ladders, and lattices
  - Performance measurement in the public workforce system and its incentive effects
- Unemployment and its effects on individuals, families, and communities
- Factors that affect employment transitions and attachment to the labor force
- Working conditions and worker safety
- Effects of enforcement on employers' compliance with laws and regulations

- Child labor and workers' rights around the world
- The changing roles of women in the workforce
- Strategies to facilitate veterans' entry into the civilian workforce
- Strategies to remove barriers for people with disabilities at work
- Retirement decisions.

Through this grant competition, the Department will support creative and innovative research that demonstrates the potential to:

- Use sound research methods to yield policy-relevant and adequately supported findings
- Contribute to the evidence base underlying the Department's policy development or execution
- Shed light on particularly noteworthy aspects of labor, employment, and training policies or programs
- Point to novel directions for inquiry, which could inform the Department's priorities in research, evaluation, and pilot and demonstration projects.

The Department expects that successful applications will exhibit methodological rigor, potential salience for policymaking, applicant's research competence, and thematic creativity or novelty.

II. Background. For additional information on the Department's policy goals and activities in the coming years, please see its Strategic Plan for fiscal years 2011–2016 at <http://www.dol.gov/sec/stratplan/>.

The Department's agency that oversees the public workforce system and the Federal-State partnership of unemployment insurance systems is the Employment and Training Administration (ETA). ETA maintains an online database of research reports and papers that it has funded at <http://wdr.doleta.gov/research/>. Applicants who propose to address employment or training topics are advised to gain some familiarity with the subjects and methodological approaches of past research projects.

III. Eligibility. Although no strict eligibility restrictions will apply, the Department and Mathematica expect to award grants to postdoctoral associates or junior faculty members.

IV. Disciplinary and Methodological Focus. The Department encourages proposals from researchers in a variety of social science and cognate disciplines, including economics, sociology, public policy and administration, psychology, and education.

Similarly, the selection committee will consider proposals representing a variety of methodologies, quantitative and qualitative alike. The quality of the proposed research design and the applicant's demonstrated research record are the central considerations in the competitive evaluation of proposals.

V. Amount of Award. The individual award amount will depend on the applicant's proposed budget. We expect that the typical budget amount would be in the range of one month's summer support plus relevant research-related expenses.

VI. Deliverables. Applicants should propose to deliver the following:

- A research paper at least 25 pages in length (not including graphics or references), written at an appropriate standard for submission to a nationally or internationally recognized journal in the field (such as the *Journal of Labor Economics* or *Journal of Policy Analysis and Management*). We expect successful applicants to submit the final paper to at least one such journal (with due acknowledgment of this grant program) and keep the Department and Mathematica apprised of the outcome of the submission.
- A presentation of research findings at a briefing at the Department. Date and time of such a briefing will be negotiated between the award recipient and the Department and will follow the submission of the draft final paper.

- Monthly progress reports on the study to be submitted to Mr. Bryce Onaran at [bonaran@mathematica-mpr.com](mailto:bonaran@mathematica-mpr.com).

VII. Instructions on How to Apply. The complete application package should be submitted to Mr. Bryce Onaran ([bonaran@mathematica-mpr.com](mailto:bonaran@mathematica-mpr.com)) by 11:59 p.m. Eastern time on February 28, 2011. It should include the following documents, submitted as separate e-mail attachments in either portable document (.pdf) or Microsoft Word (.doc or .docx) file format:

1. **Research project description.** This document must include the following sections: Introduction, Background, Statement of Relevance, Statement of Problem and Research Questions, Methodology, Deliverables, Limitations, and Expected Impact. The document's overall length may not exceed ten pages. The Background section introduces the literature on the subject as well as the concepts and terms that are most salient to understanding the proposal. The Statement of Relevance section places the project in the context of the Department's programmatic, enforcement, and/or research efforts and motivates the choice of topic. The Statement of Problem and Research Questions section specifically articulates the research topic that the applicant proposes to address and succinctly formulates the questions the applicant aims to answer. The Methodology section discusses the methods the researcher proposes to use in sufficient technical detail to enable social science researchers to assess the suitability of those methods to the proposed project and research questions. The Deliverables section describes the deliverables the applicant commits to producing in the event of award, including their length, topical focus, and format. The Limitations section forthrightly addresses any limitations of the proposed study design and methodology as well as any concerns about the availability of data and the internal and external validity of the research project. The Expected Impact section outlines the proposed project's impacts on policy formulation and execution as well as implications for the research literature in the field.

2. **Application form.** Applicants must complete the application form included with this announcement.

3. **Project management plan.** This plan should include a specific time line of main tasks and deliverables (for example, literature review, data analyses, and paper drafts). Projects must be completed by September 30, 2011, and earlier completion dates are preferred. Award recipients will track their work relative to the project management plan in their monthly progress reports.

4. **Curriculum vitae.** Applicants must include a curriculum vitae not to exceed five pages in length.

5. **Budget.** Given the nature of this program and the size of the grants, there are no strict requirements on the form and detail of the budget. At a minimum, it should include the amount of funding requested, a point or range estimate of hours of labor required to complete the project, a comprehensive list of any purchases and travel expected for performing the work with expected costs of each, and a narrative budget justification explaining the amount sought and any budget line items.

6. **Letter of commitment.** Applicants must include a signed letter of commitment indicating that they have the time and ability to perform the proposed projects if they receive the awards.

7. **Letter of recommendation.** Applicants must include a letter of recommendation from a senior researcher who is knowledgeable about the applicant's research record and potential. The letter should address the applicant's research accomplishments and capabilities and discuss its author's commitment to discuss the progress of the proposed research project with the applicant over the course of the project. The recommender may elect to e-mail the letter directly to Mr. Bryce Onaran at [bonaran@mathematica-mpr.com](mailto:bonaran@mathematica-mpr.com) in which case the letter should clearly state the applicant's name at the top.

All documents should use 1.5 line spacing and have 1.0-inch margins throughout with each page of every document numbered and marked with the applicant's last name. Submissions that are incomplete or not compliant with these specifications might not be reviewed.

VIII. Evaluation Criteria. Responsive applications will be evaluated by selected staff at the Department and Mathematica based on the following: the strength, rigor, and appropriateness of the proposed methodology; the extent of innovation and creativity in the choice of topic and/or method; potential contribution to the policy evidence base and to the scholarly literature; and the completeness and quality of the submitted application materials. The number and value of awards are limited by the total amount of available funds.

IX. Additional Information. Award decisions will be made at the discretion of the Department and Mathematica and will not be subject to appeal; no language in this announcement shall limit the parties' discretion in making the awards. Decisions are expected no later than March 18, 2011.

By applying for a grant under this announcement, an individual agrees, if successful, to attend a kickoff telephone conference call with other grantees, the Department, and Mathematica soon after award; to respond in a timely and complete fashion to comments and suggestions from the Department and Mathematica's representatives; and to submit the draft final report at least one month in advance of the final due date. Any exceptions to these requirements must come in writing from Mr. Onaran.

Two payments under the grants will be disbursed, conditional on satisfactory progress. Payments may be terminated for material deficiencies in performance.

Upon the Department's approval, grantees are expected to make their research results available to the research community and the general public.

The Department retains the right to use and disseminate the scholar's research findings. Please be advised that the Department intends to publish scholars' research papers on the ETA research publication database Web site. Scholars must include the following disclaimer on the bottom of the cover page of the research paper or report:

"This report (paper) has been funded, either wholly or in part, with Federal funds from the U.S. Department of Labor under Contract Number DOLQ091A20941. The contents of this publication do not necessarily reflect the views or policies of the Department of Labor, nor does mention of trade names, commercial products, or organizations imply endorsement of same by the U.S. Government."

X. Contact Information. Any questions should be directed to Mr. Bryce Onaran at [bonaran@mathematica-mpr.com](mailto:bonaran@mathematica-mpr.com).

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