

# In Critical Solidarity

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August 2014

## ASA Labor and Labor Movement Newsletter

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### **Volunteers Needed: Set Up and Clean Up For the Section Reception**

We are looking for volunteers to help with the ASA Labor and Labor Movements section reception!

The reception is on Mon, August 18, 6:30 to 8:30pm at UNITE HERE! Local 2, 209 Golden Gate Ave., San Francisco, CA 94102.

If you are available for SETUP or CLEANUP, please contact the incoming section chair directly: Shannon Gleeson, [smg338@cornell.edu](mailto:smg338@cornell.edu) Phone 510.717.1386

## Thanks to our Chairs



**Thank you to the Chair, Steve McKay, for his great work over the past year. And welcome to Shannon Gleeson, as our new Chair. We really appreciate your work, Steve. Thanks also to Past Chair Steven Lopez. Good luck with all you do for the Section in the next year, Shannon!**

### *Notes from the Newsletter Editor, Mark Sherry*



Although I provided a detailed record of our Section's ASA sessions in the last Newsletter, I thought it might be easier for people who are attending the conference if I provided a summary again, alongside the sessions for the Labor Section of the Society for the Study of Social Problems, since many of our members overlap, and people may want to plan their attendance at various sessions of both organizations.

I also want to encourage people to continue submitting material to the Newsletter, and particularly to encourage your grad students to publish here. **The next deadline is September 27.**

# Interview with Ruth Milkman, Incoming ASA President



**(Questions from Mark Sherry, sent via email) Congratulations on your election as ASA President. Do you have any particular hopes for the ASA during your tenure?**

I hope to foster synergies between sociologists and progressive social movements - including labor - both through movement-relevant research and by improving our effectiveness in disseminating sociological perspectives to both movement leaders and the wider public. I would like to explore ways to insert sociologists more effectively into both specific policy debates and more broadly. So many ASA members - those active in the Labor and Labor Movements section among others - are doing important research and writing that often fails to get the exposure it deserves.

**You have a very broad intersectional range of interests. How do you feel your focus on labor studies has influenced your intellectual development, and do you think it will influence your ASA presidency?**

I have spent much of my career in interdisciplinary contexts, such as Women's Studies and Labor Studies, which often have an uneasy relationship to the mainstream of our field. My intellectual trajectory began with a focus on understanding the dynamics of gender inequality, at a time (the 1970s) when Feminist perspectives were only beginning to develop a foothold within sociology. Partly for that reason I personally identified more with Women's Studies (and Women's Labor History) at the time. Of course since then that has changed dramatically, to the point that today the Gender Section is ASA's largest. However, as my interests broadened and I moved into the Sociology of Labor and Labor Movements in the 1980s - an area that was then called "Industrial Sociology" - I once again found myself on the margins. While this subfield actually had a long and illustrious history within the discipline, by the time I came along, it had long since become unfashionable. I continued to feel like something of an outsider in my own discipline. However, with the rise of market fundamentalism in the 1980s and 1990s the radically destabilizing effects of de-industrialization, globalization, and de-unionization began to engage a wide variety of researchers. This was especially the case after 1995, when the AFL-CIO's internal crisis led to new labor movement leadership and new priorities. At that point the Sociology of Labor and Labor Movements began to explode, attracting a new generation of scholars with a lot of intellectual energy and dynamism. Among other things that led to the founding of the Labor and Labor Movements section at the turn of the 21st century. It was only then that I finally began to feel that I had a home in my own discipline. A few years later when under Michael Burawoy's ASA Presidency, what he called "Public Sociology" became more legitimate, I began to feel more accepted in the wider profession. Nevertheless, I was completely taken by surprise when I was asked to run for the ASA Presidency, and even more so when I won the election. It is a huge honor and privilege to play this role.

I know that I am by no means the only one who has had this kind of history within the field. I think many - maybe even most - sociologists feel more welcome in the sections (if anyplace), while continuing to feel marginalized in relation to the larger discipline. I would like to explore ways to change that, to open things up so that more of us feel recognized and included in the ASA as a whole.

**What do you see as the Labor Section's main contribution to the ASA?**

For me and many others it provides both a home within the larger profession and a vibrant intellectual community. Although I attended many ASA meetings prior to the establishment of the Section, I often felt out of place. The Section has made a huge difference for me, both in terms of legitimating the kind of research I had been doing for some time and by providing me with a sense of community in the profession.

**How do you think the ASA can provide graduate students, or new scholars, with more opportunities?**

Graduate students and new scholars are the future of our field, and in my view we should do everything possible to nurture their development. ASA has already done a lot along these lines, and I'm not sure there are resources to do much more, but within the Labor Section we can perhaps think more about this.

**What role do you see for the new group of retired sociologists within the asa?**

Now that people - especially affluent professionals like those in our field - are living much longer than was the case in the past, many sociologists (and others!) will continue to be active well beyond traditional retirement age, even if they choose to formally retire from their academic jobs. This is a vast store of talent and knowledge that can be tapped in a variety of ways to advance both the ASA and the field.

**What advice would you give to students beginning their graduate studies in the field of labor studies?**

Because both labor markets and labor movements are in such turmoil today, this is a very good time to be entering our subfield from an intellectual vantage point. There are all sorts of fascinating new issues for labor sociologists to research and also a wealth of opportunities for politically engaged scholarship in relationship to the labor movement. At the same time, the crisis in Higher Education - especially the growing reliance on adjunct faculty and the rise of on-line "learning" - pose serious threats to the next generation of academics. Anyone entering graduate school today needs to understand that the prospects for the kinds of careers that my generation and earlier ones have been privileged to enjoy will be far more limited in the years to come than they were in the 20th century.

**Are there any emerging trends in the field of Labor Studies which you think are particularly important, and that people should follow?**

For me there are two key developments to watch. The first is what some people call "alt-labor," that is the emergence of nontraditional organizational forms of worker organizing, including both worker centers and minority unions as well as other types of community-based organizations with a focus on labor issues. Related to this I would like all of us to more fully explore the relationships between the labor movement (broadly conceived) and other social movements - among them the immigrant rights movement, the environmental movement, and also broader anti-systemic movements like Occupy Wall Street.

The second key development on my radar is the relentless growth of precarious employment, especially as it impacts young workers who are newly entering the labor market. Arne Kalleberg has documented this from one perspective, Guy Standing from another, Leah Vosko from yet another - to name just a few. There is a need for much better data to allow us to track these developments - the conventions that underly statistics like those collected by the US Dept of Labor are archaic in many respects and don't provide much insight into the current situation. There is a tremendous potential for new qualitative scholarship in this area as well.

**Are you optimistic about the future of the labor movement?**

It's not easy to be optimistic given the stunning success of employer attacks on organized labor over recent decades, which as we all know have reduced private-sector union density to below 7% in this country and led to major declines in both living standards and working conditions. At the same time I believe that workers will always seek ways to advance their collective interests, and so I am hopeful that the new forms of organizing that have emerged in the past couple of decades - admittedly still embryonic and small in scale - will develop and flourish into a new type of labor movement.

# Labor Roundup

By Mark Sherry, University of Toledo

## SUPREME COURT DECISIONS AND WORKING WOMEN'S RIGHTS

**Critics suggest that two recent Supreme Court rulings (*Burwell v. Hobby Lobby*, and *Harris v. Quinn*) may significantly diminish the rights of working women.**

In the Hobby Lobby case, the Court found that a corporation could refuse to provide contraceptive coverage for female employees if it had “sincere religious beliefs” which regarded such contraception as morally objectionable.

The forms of contraception which Hobby Lobby objected to included intrauterine devices (“IUDs”) and emergency contraceptives (the ‘morning after pill’), but the Supreme Court subsequently ordered lower courts to re-examine cases where a company had objected to *any* form of contraception on such religious grounds.

Critics suggest that excluding health insurance coverage for contraception discriminates against women and harms gender equality because women bear much higher costs for reproductive health issues. They also believe that lack of access to contraception may lead to much higher unintended pregnancies.

Indeed, these critics highlighted the fact that the Affordable Care Act had recognized that excluding coverage of women’s preventive health services, including contraception, constituted discrimination against women.

In the Harris case, the Court found that unions representing health care workers could not charge “fair share” fees from all employees. This ruling did not apply to all unions, and all fair share fees, however. Instead, it suggested that unions could not charge fair share fees of this group of workers, who they called “partial public employees.”

Labor advocates had argued these were public employees, because even though they work care for for people with disabilities in their own homes, the workers are paid by the government. They argue that the wages and conditions of this workforce (which is largely poor, racialized and feminized, with a high percentage of women of color and immigrants) will suffer as a result of this decision.

This had traditionally been a difficult workforce to organize, for unions, because the low pay rates result in a very large turnover of the workforce. As a result of this decision, unionization will be even harder.

For more information, see the following links:

<http://www.msnbc.com/msnbc/hobby-lobby-opens-new-front-the-war-women>

<http://www.scotusblog.com/2014/07/wider-impact-of-hobby-lobby-ruling/>

<http://www.thenation.com/blog/180542/why-supreme-courts-attack-labor-hurts-women-most>

<http://www.scribd.com/doc/231966519/Harris-Et-Al-v-Quinn-Governor-of-Illinois-Et-Al>

## POTENTIAL UNION VICTORY AGAINST MCDONALDS

**A ruling by the National Labor Relations Board (NLRB) on Tuesday July 29 could mean that McDonalds Corporation may be held liable for labor and wage violations by its franchise operators.**



McDonalds was considered to be a joint employer of the workers in its franchises by the NLRB. This ruling will be appealed, but if it is upheld, it will be a major victory for labor unions.

Labor unions had made 181 claims of anti-union treatment by McDonalds (including illegally firing, threatening or otherwise penalizing workers for their pro-labor activities) and 43 of these complaints were upheld. 68 were dismissed, and another 64 cases are still being investigated.

Unions have been campaigning against the exploitation of McDonalds workers for some time now – with the national protests in May this year being the most recent large-scale action. The major union representing McDonalds employees, the Service Employees International Union, has conducted five one-day strikes since 2012.

Part of the grievances of labor unions against McDonalds concerns the issue of minimum wage payments. McDonalds corporation has argued that it does not set minimum wage standards, its franchises do – but if this ruling is upheld, they too will be responsible. The union campaign involves raising the minimum wage to \$15 an hour.

For more information, see the following reports:

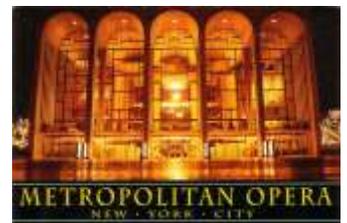
[http://www.nytimes.com/2014/07/30/business/nlrb-holds-mcdonalds-not-just-franchisees-liable-for-worker-treatment.html?\\_r=0](http://www.nytimes.com/2014/07/30/business/nlrb-holds-mcdonalds-not-just-franchisees-liable-for-worker-treatment.html?_r=0)

<http://www.newser.com/story/191711/landmark-ruling-opens-door-for-fast-food-unions.html>

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## LOCKOUT AT THE MET?

**There are 15 unions representing employees at the Met, and all their contracts expire at midnight on Thursday, July 31. At this stage, none of the contracts have been renewed and a lockout is a strong possibility.**



The Met is trying to impose huge cuts on wages and benefits for its employees – 16 percent of union members' compensation. They argue that the Met's financial position requires such cuts; unions suggest that their financial position is caused by the extravagant spending of management. For instance, Met General Manager Peter Gelb is being paid an annual salary of \$1.4 million and unions suggest that such management salaries are inappropriate considering the Met's financial situation.

Other unions suggest that the Met's financial situation is not nearly as dire as management suggests, but they have been prevented from seeing the detailed financial affairs of the Met by a recalcitrant management which has not shared financial information and bargained in good faith.

The three main unions at the Met are Local 1, representing stagehands, the American Guild of Musical Artists, representing the chorus, and Local 802 of the American Federation of Musicians, representing the orchestra. A

press release from the orchestra players stated “That Peter Gelb would announce the prospect of a lockout before the start of negotiations with the musicians, choristers, stagehands and other segments of the workforce is indicative of his disrespect for his audience, his artists and the city of New York.”

A Broadway lockout occurred in 2012, but was eventually settled with compromises on both sides.

For more information, see the following reports:

<http://www.nytimes.com/2014/07/29/nyregion/countdown-to-lockout-for-unions-at-the-met.html>

<http://www.nytimes.com/2014/07/30/arts/music/labor-struggles-at-metropolitan-opera-have-a-past.html>

<http://www.npr.org/blogs/deceptivecadence/2014/07/24/334974965/labor-conflict-may-lock-out-met-opera-workers>

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## **MICROUNIONS: MAKING IT EASIER TO UNIONIZE?**

**A case before the National Labor Relations Board (NLRB) may have made it easier to unionize workplaces such as Macy’s.**



This case involves the establishment of “microunions” – smaller groups of employees within a particular company joining a union, as opposed to a union covering all the employees within a business.

The first time a microunion was recognized was in 2011 when a group of nursing assistants organized at Specialty Healthcare, a rehabilitation center.

This week, the NLRB found that 41 cosmetics and fragrance workers at a single Macy's Department Store can vote on whether they form a microunion, regardless of whether the rest of the store unionizes or not.

Labor unions are optimistic that the decision will set a precedent for organizing a particular group of employees who are more inclined to unionize than other employees. Some have speculated this decision, if upheld, might make it easier to unionize large employers (not just Macy’s, but perhaps Walmart as well).

For more information, see the following links:

<http://www.reuters.com/article/2014/07/24/usa-employment-macys-idUSL2N0PZ2TC20140724>

<http://washingtonexaminer.com/nlrb-ruling-further-expands-micro-unions/article/2551263>

<http://www.forbes.com/sites/danielfisher/2014/07/26/did-the-nlrb-just-make-it-easier-for-unions-to-organize-walmart/>

## **BOSTON GLOBE REPORTS LABOR GAINS IN MASSACHUSETTS**

The Boston Globe is reporting that unions in Massachusetts have had significant gains over the past year. A recent report commented “Among the victories unions are savoring: the highest minimum wage in the nation, new workplace protections for state employees, a bill of rights for housekeepers and other domestic workers,

limits on nurse-to-patient ratios in intensive care units, and, nearing passage, a \$1 billion expansion of the Boston Convention and Exhibition Center.”

For more information, see the following link:

<http://www.bostonglobe.com/news/politics/2014/07/24/unions-gaining-power/avLDVQBEEF8gfYpf8dqW6M/story.html>

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## **MERCEDES VIOLATES LABOR LAW, NOT FINED**

**Although a National Labor Relations Board judge ruled that Mercedes-Benz U.S. International in Vance, Alabama violated labor laws in dealing with employees who were interested in forming a union, no fines were imposed on them.**

Mercedes had originally banned union solicitation at the atrium inside the main entrance area of the plant, where employees gather before and after work, and during lunch breaks.

The administrative judge ordered Mercedes to revise their employee handbook regarding the solicitation and distribution of materials, and to post a notice to employees informing them that the NLRB found the company in violation of federal labor law.

The ruling stated that employees who are not on work time can solicit other employees who are not on work time to join a union, even if they are in work areas.

For more information, see the following link:

<http://www.tuscaloosaneews.com/article/20140725/NEWS/140729823/1007>

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## **FARMWORKER ORGANIZER ASSAULTED**

**Oscar Sanchez, a representative of the Farm Labor Organizing Committee (FLOC), was assaulted on July 9, by a Growers’ Representative.**

FLOC has long campaigned against intimidation and violence in the fields, and this most recent violence is a further reminder of the importance of their current ““Respect, Recognition, Raise”” campaign. The attack was videotaped and can be seen here: <https://www.youtube.com/watch?v=Cdccm7hSRBk>

*Editorial Disclosure: Mark Sherry received an ASA Community Action Research Initiative (CARI) grant for his graduate and undergraduate students to conduct ethnographic fieldwork with FLOC last year.*

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## **BREAKING NEWS:**

President Obama is expected to sign an Executive Order cracking down on labor violations by federal contractors. Contractors with over \$500,000 worth of Federal contracts will be required to publicly disclose any labor law violations they have committed in the last three years, and this information may be used in the tender decision process. <http://abcnews.go.com/Politics/wireStory/obama-order-expand-labor-rights-contractors-24781168>

# UCONN Graduate Union Recognized

By Todd Vachon

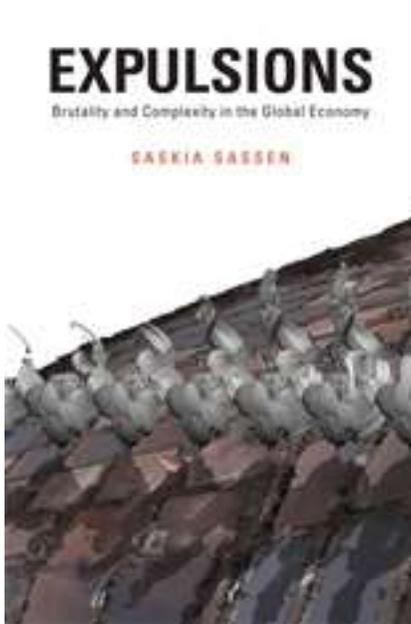


After delivering signed union authorization cards to the Connecticut Department of Labor from more than 70% of the 2,500 graduate employees at the University of Connecticut, the Graduate Employee Union-UAW has been recognized as the union for TAs, RAs, and GAs at the university! After a very successful organizing drive (less than 3 months!) the newly formed local (6950) has elected a bargaining committee and is currently preparing for negotiations which are slated to begin in mid-August. The organizing committee would like to thank all who have supported this effort and who continue to support the efforts of all graduate employees seeking a voice on the job in higher education.

*Editor's note: You can find their website at <http://www.uconngradunion.org/>*

# Economic ‘Cleansing’ Or How To Pretend All Is Fine

Saskia Sassen, Robert S. Lynd Professor of Sociology and co-Chair, Committee on Global Thought, Columbia University



Based on her new book: Expulsions: Brutality and Complexity in the Global Economy Cambridge, Mass: Harvard University Press/Belknap Book. 2014

The standard language of low growth, unemployment, inequality, poverty, is not enough to capture what is going on in the current phase of capitalist political economies. All of these are present, but then they have always been part of capitalism. There is a specific difference in the current period I want to capture: along with the familiar versions of each of these, there is something else, far more brutal and acute that we cannot capture with the usual language. Parts of our economies, societies, and states are being stripped bare by an extreme form of predatory capitalism. And this stripping can coexist with growth in other parts of our economies.

This stripping bare amounts to systemic expulsion. And in that being expelled these extreme conditions become invisible to our standard measures and categories. These expulsions are a type of economic cleansing which redefines “the economy” so that it looks like there is growth.

But the reality at ground level is more akin to a kind of economic version of ethnic cleansing in which elements considered troublesome (because they do not show growth) are dealt with by simply eliminating them. There is a de facto redefinition of “the economy” when sharp contractions are gradually lost to, or overlooked by standard measures. The unemployed who lose everything—jobs, homes, medical insurance—easily fall off the edge of what is defined as “the economy.” So do small shop and factory owners who lose everything and commit suicide.

It all points to a gradual generalizing of extreme conditions that begin at the edges of systems, in micro settings. This is important, because much of this sharp shift I am seeking to capture is still invisible to the statistician. But it is also to the passerby—the impoverished middle classes may still be living in their same nice houses, with their losses hidden behind neat facades. Increasingly these households have sold most of their valuables to afford payments, have started to sell their basics, including furniture, and are doubling up with grown-up children.

Modest increases in employment growth are not enough to eliminate this shrinking. These are radical eliminations of types of workers, types of economies, and types of places.

*Saskia Sassen is the Robert S. Lynd Professor of Sociology and Co-Chair, The Committee on Global Thought, Columbia University ([www.saskiasassen.com](http://www.saskiasassen.com)). She is the author of several books.*

*She has received diverse awards, from multiple doctor honoris causa to being chosen as one of the Top 100 Global Thinkers by Foreign Policy, Top 100 Thought Leaders by GDI-MIT, and receiving the 2013 Principe de Asturias Prize for the Social Sciences.*

*Her new book is Expulsions: Brutality and Complexity in the Global Economy (Harvard University Press 2014).*

# **An Inside View Of The Fight Back Wing Of US Labor: The 2014 Labor Notes Conference**

**By Keith Mann, Associate Professor and Chair, Department of Sociology, Cardinal Stritch University**

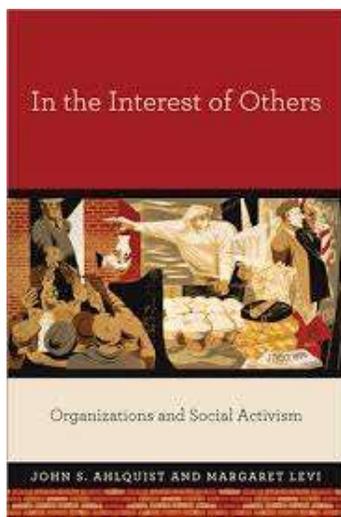
The recent Labor Notes (LN) gathering in Chicago (May 4-6) offered students of the contemporary US labor movement an inside view of its rank and file, militant, anti-concessionary wing. LN promotes rank and file militancy and union democracy through its magazine, publications like their “Troublemakers handbook”, and annual conferences. Labor Notes was founded in the 1970s in the midst of reform movements in such large unions as the Teamsters, the United Steel Workers, and the United Auto Workers. Traditionally held in Detroit, the conference has over the last several years been held in Chicago. This was one of the most successful annual LN since its founding. Over two thousand mostly rank and file workers reflecting the racial, gender, and generational diversity of the US working class gathered for three days to exchange information on current struggles, organizing tips, and related themes in 140 panels and workshops. Plenary sessions featured talks by Karen Lewis, president of the Chicago Teachers Union (CTU) who beat back a neo-liberal offensive against the Chicago school system, its students, teachers, and their union in a seven day strike in September 2012. Lewis, herself the product of a rank and file reform movement –the coalition of reform educators (CORE) spoke of the ongoing neo-liberal offensive in Chicago. Stephan Chan, a leader of the union of Hong Kong Dockers and the recent Hong Kong dockworkers strike gave a first-hand account of that strike. The presence of unionists from France to Brazil and Bangladesh, also gave the gathering an international flavor. Although direct political themes such as elections are not part of the workshops and meetings and political groups-including those to who LN organizers are affiliated- are not offered tabling and booth spaces, one might consider the LN periphery as an important component of the US “labor left.”

Many of the workshops were organized around nuts and bolts organizing issues like “Assertive grievance handling”, “Secrets of a Successful Organizer”, and “Beating the boss in discipline cases.” Others explored contemporary labor issues like “World Cup in Brazil: The Spark of a Workers’ Movement”. General issues of progressive union organizing were discussed in panels like “Building a reform caucus in your union, “When Union fights are racial justice fights”, and “Building LGBTQ power”. A workshop on struggles in academic institutions attended by faculty and staff, many of whom were unionized discussed various trends and organizing practices. The presence of faculty and staff from Portland State University who were preparing to strike (the strike was averted when the administration made significant concessions in the days that followed) gave that workshop an air of excitement and struggle. Tables were staffed by publishers of books and magazines related to labor and representatives of organizing campaigns in low wage companies like McDonalds and Walmart. All of these were of great interest to those wishing to express solidarity with and learn about the most dynamic sectors of the contemporary US labor movement.

## **“The Concession Stand is Closed”**

Tim Sylvester, president of Teamsters local 804, UPS gave an upbeat, militant speech at the plenary session that seemed to capture the mood of the conference. His talk centered on the theme “the concession stand is closed.” This phrase was echoed throughout the conference expressing the anti-concessionary fight-back spirit of the gathering. At a time when organized-and unorganized- labor is reeling under the blows of austerity drives and anti-union legislation like the anti-public sector union Act 10 in Wisconsin, the passage of “right to work” legislation in Indiana and Michigan, and the defeat of UAW organizing drive in Tennessee, this willingness on the part of a sector of US labor to fight back is remarkable. Those teaching and researching the contemporary labor scene will find much of interest in gatherings such as these.

# **BOOK REVIEWS**



**In The Interest of Others: Organizations and Social Activism, by John S. Ahlquist and Margaret Levi, Princeton, NJ, Princeton University Press, 2013, 315 pp., US\$29.99 (paperback).**

**Reviewed by Abberley Sorg, University of Toledo**

In this book, Ahlquist and Levi utilize game theory models to explore the organizational dynamics within four different dockworkers' unions. They attempt to explain the process through which union leadership persuades rank-and-file membership to go along with the leaders' goals. Additionally, they explore "the variations in organizational norms, governance arrangements, and social networks that produce systematic differences in aggregate behavior" (p. 1) within these unions. Finally, the authors offer suggestions for how their finding might be useful in the context of other social organizations.

The authors' research focuses around four dockworkers' unions. The International Longshore and Warehouse Union (ILWU) and the Waterside Workers Federation/Maritime Union of Australia (WWF/MUA), which they identify as "activist unions," versus the International Brotherhood of Teamsters (IBT) and the International Longshore Union (ILA), which are labeled as "business unions." Histories of these each of these unions and their notable leaders are included.

Pivotal to the authors' argument is the different ways in which business and activist unions construct their "communities of fate." A community of fate is made up of the people that you believe share the same common interests as yourself. Ahlquist and Levi argue that one major distinction between business and activist unions lays in the fact that the former views their community of fate as being much larger.

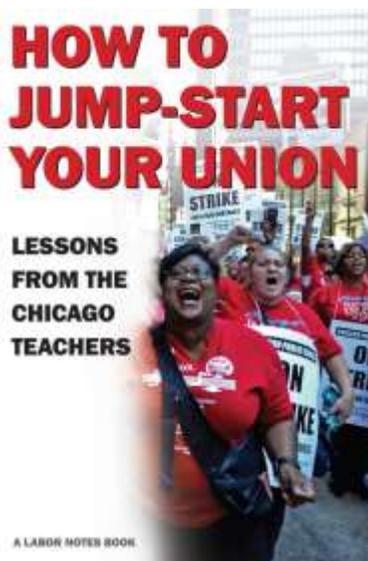
Ahlquist and Levi write that for business unions the community of fate is limited solely to those who are part of the union. The leadership of this type of union tends to operate in an autocratic manner and does not engage in political mobilization around issues that are not directly relevant to the union's economic interests. On the other hand, activist unions "have a concept of a community of fate that extends well beyond the boundaries of the membership of their particular union" (p. 79). Activist unions defined as being more radical, require greater political commitments from members, and as having leadership that links the interests of the union with that of the wider working class and other issues of social justice.

They are especially interested in uncovering how membership in an activist unions can influence an individual's opinions, identity and politics, and seek to show what roles the culture of the union and the actions of the leadership have in this process. The conclusions the authors' reach are grounded in the premises that union membership is not self-selection (membership in unions as by product of accepting employment) and most people do not hold strongly formed political convictions. The authors argue that under certain conditions leadership can radicalize the views of rank-and file members, and use repeated game theory in an attempt to

model how this process of “provoking preferences” takes place. They also utilized interviews, oral histories, and union newspaper archives to complement the data from the models.

Another major premise of Ahlquist and Levi arguments is that union leadership can require “rents” from members in the form of high financial compensation for the leadership or high levels of political commitment from members, but not both. However, given that the sample used in the study consisted primarily of four unions, it is difficult to conclude with certainty that this is case with all or even most unions. Additionally, the models require the authors to make many assumptions and generalizations, and despite the complexity of the equations there are numerous variables and human factors that have been left unexplored. While the models returned some interesting data, whether the information paints a full picture of the dynamics between leadership and rank-and file members is questionable, as is its applicability to other situations.

As the authors note, the models used don’t explain why people self-select into politically demanding and potentially hazardous organizations (the examples referenced are communist and terrorist groups), nor do they offer much insight on people form strong political convictions independently from the influence of political organizations. Additionally, these models also tell us little about union members who may self-select into more visible, active and potentially dangerous roles within the union. Related the this problem is that for the sake of the models high-level union leadership and rank-and-file are treated a two discrete categories, giving us very little information on union dynamics might be influenced by members who hold low-level leadership positions (such as union stewards) and those individuals who may be viewed by other members as holding unofficial leadership positions. That said, despite the weakness of the models this is a fascinating and meticulously researched book that provides many interesting insights into the inner workings of unions.



**How to Jump-Start Your Union: Lessons from the Chicago Teacher’s Strike by Alexandra Bradbury, Mark Brenner, Jane Slaughter, Jenny Brown, Samantha Winslow. A Labor Notes Book. 2014. \$15.00**

**Reviewed by K Mann, Cardinal Stritch University**

In September 2012 the Chicago Teacher’s Union (CTU) called for and organized a strike against the neo-liberal “reforms” of the Chicago school board. The plan involved assaults on teachers’ salaries and benefits and schools in the poorest communities, some of whom were threatened with closings. The union opposed these plans in the name of the defense of its members, the students, the communities, and public education. The CTU faced a determined Mayor with close ties to the White House and a hostile reactionary local press. The strike

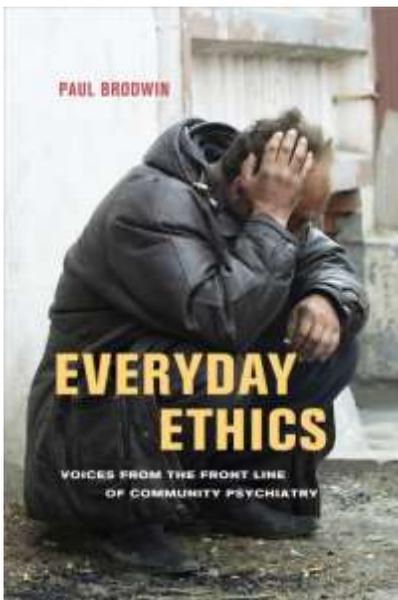
ended after seven days with the union having won most of its demands – a stunning victory given the hostile atmosphere for public sector unions and public education today.

CTU strategy focused on building an alliance between the teachers and their union and the communities served by public education-particularly poor, working class, and communities of color. These efforts paid off; public opinion polls showed majority support for the strike and the CTU. The showdown was long in coming. On the

union side, the CTU had been led since 2010 by a democratically minded, militant leadership that came to power after ousting the conservative incumbents in a struggle led by a militant reform caucus, the Coalition of Reform Educators (CORE).

Scholarly analyses of the Chicago Teacher's strike and other contemporary labor upsurges such as the Wisconsin uprising in 2011 are beginning to appear and more are in the works. <sup>(1)</sup> Labor Notes has recently published a multi-author volume on the 2012 Chicago Teacher's Strike. Although this is not an academic book-readers will find no discussion of contemporary debates among scholars of the labor and union movement - it should be of great interest to students of the contemporary US labor movement as well as those with a broader interest in collective action and social movements. This is a book written with the labor militant in mind. The authors "believe *How to Jump-Start your Union's* greatest value is as a handbook (6)." It explicitly seeks to focus on the lessons of the strike for other labor militants in the battles to come. The book is organized both chronologically and thematically, beginning with the struggle by the reform caucus CORE to unseat a conservative bureaucracy and culminating with a detailed account of the strike, a chapter on "maintaining momentum, and lessons of the experience. The writing is popular and accessible. Each chapter ends with a series of lessons presented in bullet point intended to educate labor militants. Labor and social movement activists will find much of practical use here. Scholars are provided with remarkable raw material to increase their understanding of classic and contemporary forms of collective action, day to day organizing work, and the dynamics of democratic union reform movements.

1. *Recent publications include Tom Alter, "It Felt Like Community": Social Movement Unionism and the Chicago Teachers Union Strike of 2012", Labor 2013 Volume 10, Number 3: 11-25, and the articles in the recent volume of Studies in Social Justice, Austerity, Labour, and Social Mobilizations: Rebuilding Trade Union and Working Class Politics, volume 8, no. 2, 2104.*  
<http://brock.scholarsportal.info/journals/index.php/SSJ>



**Paul Brodwin (2013) *Everyday Ethics*, Berkeley: University of California Press.**

**Reviewed by Anna Neller, Dept. of Sociology and Anthropology, University of Toledo.**

Community psychiatry has evolved over the past sixty years due to a plethora of reasons: social reform, changing public policies, technological developments, and the societal push for an improved, universal mode of treatment. Although good intentions have been the driving force for reforms over time, there is yet again a collective social call for the restructuring of our current fragmented psychiatry service system. And this is precisely what author Paul Brodwin explores in his book entitled *Everyday Ethics*. Brodwin explores and analyzes the need for systemic reform, and in particular highlights the ethical rifts in today's psychiatry community.

This is a workplace ethnography, which relies on Brodwin's participant research and interviews with social workers and psychiatrists who treat some of the most disadvantaged people in the country: people who are often homeless and seriously mentally ill. Brodwin focuses on the ethical challenges these workers experience in

their daily working lives, as they try to balance patient autonomy with bureaucratic rules and acting “in the best interests” of their clients, even if it involves medical paternalism.

After conducting years of fieldwork at the pseudonymous “Eastside Services” (a community psychiatry outreach center), Brodwin experienced first-hand the ethical dilemmas that confront frontline mental health professionals on a daily basis. It is at Eastside Services where Brodwin unveils the binary worlds that community mental health professionals are entrapped in: one in which they are unsure of how to incorporate their patient’s desires and personalities in plans of care as means to salvage what little autonomy psychiatry patient’s may possess; and the other in which meager resources, apathetic public services workers, and restrictive governmental and agency policies often act as the puppet strings in the dictation of their ethical judgments.

However, in order to truly comprehend these immense moral impasses, ones in which are incorporated in staff members’ ordinary work routines, Brodwin examines the historical foundation that lays the groundwork for the present day mode of treatment for psychiatric patients. Brodwin does this by examining the deinstitutionalization of psychiatric patients beginning in the mid-twenty century, the negative aftermath due to this social reform, and new modes of community based treatments across the United States. Ultimately, each layer affected the everyday ethics of the psychiatry community.

In addition to researching the historical events that have shaped our current community psychiatry, Brodwin incorporates staff members’ commentaries as a means to better understand the fault lines in today’s standardized treatment mode. Through these staff interviews and observations, Brodwin is able to demonstrate how in spite of the ethical need to include the self-governance of the client, staff member’s practices are often steered by the defective ethical infrastructure of our present system.

One topic in particular that Brodwin explores in his analysis of staff narratives is biopsychiatry — and in particular, speculation about what is medically ethical. The ideology of biopsychiatry is to teach patients how to manage their biological based symptoms and/or disabilities. Essentially, the patient’s psychiatric diagnosis is treated as a malfunctioning body part that can be corrected through the means of medication. While conducting his fieldwork, Brodwin encountered the obstacles to client’s self-determination. For instance, on one end of the spectrum, when patients refuse prescribed medications, staff members continually act on the basis of medical paternalism and enforce patient compliance (taking medication). Brodwin observed the day-to-day medication routines of both the client and staff, and it became clear that the client’s life stories and social circumstances were not prioritized in their plans of care. Thus, a patient’s words and conduct are viewed as symptoms secondary to their medical disease that must be corrected solely with medication.

Not only are clients restricted in making personal medication decisions, but issues of self-care and independent living are also controlled by staff members. Brodwin provides countless examples of clients that were deemed able to make these types of decisions based on psychiatric evaluation, yet staff members were extremely hesitant to reinforce such increased levels of autonomy.

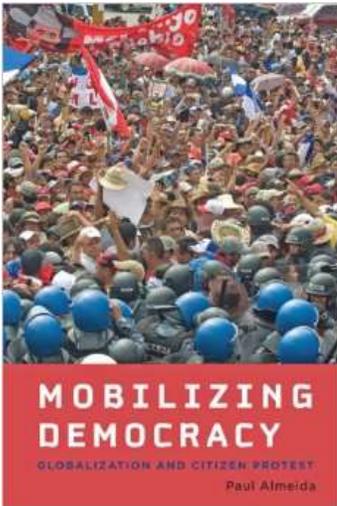
Brodwin emphasizes staff members’ resistance of their client’s independence, and scrutinizes representative “payeeships” – the ways in which a client’s money is spent. The system of representative payeeships is crafted to designate the agency as the primary decision maker in financial matters. For instance, he highlights examples where patients were denied their choice of spending their own money on fast food.

Brodwin also argues that psychiatric commitment issues, including consent paperwork, discharge criteria, and agency policies sometimes do not promote full moral personhood, but in fact reinforce involuntary treatment. There are a range of negative consequences of such dynamics within the psychiatric system, such as increased depression, isolation, and instability which may be exacerbated during confinement.

Brodwin briefly discusses how the socioeconomic status of psychiatry patients influences methods of treatment, but more attention should have been dedicated this area, particularly in regards to representative payeeships. Additionally, the client's race, gender, and religious preferences are not acknowledged as factors that would affect the social experience of being psychiatrically ill.

However despite these flaws, overall, Brodwin delivers an extraordinary ethnography of ethical decision making in community psychiatry. He achieves this in such a way by providing an extensive overview of the system's past and most importantly by acting as an advocate for patient's rights and questioning the everyday ethical practices of psychiatry community professionals.

## **NEW BOOKS**

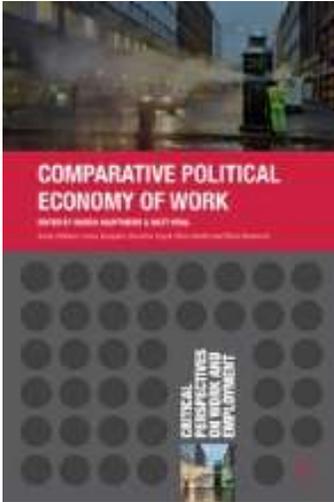


**Almeida, Paul D. 2014. *Mobilizing Democracy: Globalization and Citizen Protest*. Baltimore: Johns Hopkins University Press.**

Paul Almeida's comparative study of the largest social movement campaigns that existed between 1980 and 2013 in every Central American country (Costa Rica, El Salvador, Guatemala, Honduras, Nicaragua, and Panama) provides a granular examination of the forces that spark mass mobilizations against state economic policy, whether those factors are electricity rate hikes or water and health care privatization. Many scholars have explained connections between global economic changes and local economic conditions, but most of the research has remained at the macro level. *Mobilizing Democracy* contributes to our knowledge about the protest groups "on the ground" and what makes some localities successful at mobilizing and others less successful. His work enhances our understanding of what ingredients contribute to effective protest movements as well as how multiple protagonists - labor unions, students, teachers, indigenous groups, nongovernmental organizations, women's groups, environmental organizations, and oppositional political parties - coalesce to make protest more likely to win major concessions.

Based on extensive field research, archival data of thousands of protest events, and interviews with dozens of Central American activists, *Mobilizing Democracy* brings the international consequences of privatization, trade liberalization, and welfare-state downsizing in the global South into focus and shows how persistent activism and network building are reactivated in these social movements. Almeida enables our comprehension of global and local politics and policy by answering the question, "If all politics is local, then how do the politics of globalization manifest themselves?" Detailed graphs and maps provide a synthesis of the quantitative and qualitative data in this important study. Written in clear, accessible prose, this book will be invaluable for students and scholars in the fields of political science, social movements, anthropology, Latin American studies, and labor studies.

**Paul Almeida** is an associate professor of sociology at the University of California, Merced, and the author of *Waves of Protest: Popular Struggle in El Salvador, 1925–2005*.



## Comparative Political Economy of Work Edited by Marco Hauptmeier and Matt Vidal

An edited book in the Critical Perspectives on Work and Employment series associated with the annual International Labour Process Conference. The book focuses on comparative work and employment relations research conducted within a broader political economy framework. Written by leading academics, it contains cutting-edge research.

Marco Hauptmeier is Senior Lecturer of Comparative Employment Relations at Cardiff Business School, Cardiff University, UK. He holds a PhD from Cornell University, where he studied comparative employment relations and comparative political economy. Beyond these fields of studies, his research interests also include institutional theory and the role of ideologies at work. His articles have been published in *Human Relations*, *Industrial Relations* (Berkeley), the *British Journal of Industrial Relations* and the *European Journal of Industrial Relations*. He is the co-winner of the 2009 Thomas A. Kochan and Stephen R. Sleigh Best Dissertation Award, which recognized the best PhD thesis in employment relations in the USA. He has co-edited a special issue of *Human Relations* on 'Beyond the Enterprise: Widening the Horizons on International HRM' and a special issue of the *International Journal of Human Resource Management* on 'Ideas at Work: The Social Construction of Employment Relations'.

Matt Vidal is Senior Lecturer in Work and Organizations. He has a PhD in sociology from the University of Wisconsin-Madison. Matt's main areas of expertise are the sociology of work, organizations, labour markets, and comparative political economy. His research on American manufacturing has produced a nuanced understanding of lean production, documenting the range of diversity in forms of implementation and the many cultural and political obstacles to thorough organisational transformations. Among other projects, he is currently working on a book entitled "Lean Enough: The Political Economy of U.S. Manufacturing After Fordism."

Matt regularly contributes to the Blog of the American Sociological Association's Organizations, Occupations, and Work Section, which you can find at <http://workinprogress.oowsection.org/author/mattvidal/>

## NEWS FROM MEMBERS

- **Elizabeth A. Hoffmann**, Associate Professor, Law and Society Program, Department of Sociology, Purdue University recently received a Scholarship Development Grant from the Midwest Sociological Society for my study of public support and criticism of Socialist Congressman Victor Berger. Berger opposed the U.S. entry into WWI and was subsequently denied his seat in the House and was sentenced to Leavenworth.
- **Kim Scipes**, Associate Professor of Sociology, Purdue University, has a new article entitled “Building Global Labor Solidarity Today: Learning from the KMU of the Philippines.” Class, Race and Corporate Power, Vol. 3, No. 1. This is in a new journal out of the Political Science Department at Florida International Union - called *Class, Race and Corporate Power*, and it might be a place where Labor & Labor Movement folks might consider submitting. It is an on-line journal, but it is peer-reviewed, and anyone can access it for free. Kim Scipes’ article is accessible at <http://digitalcommons.fiu.edu/classracecorporatpower/vol3/iss1/4> .
- **Mark Sherry**, University of Toledo, has been voted Chair-Elect of the ASA Disability in Society Section.



**NEXT ISSUE  
DEADLINE:  
SEPTEMBER 27**

**PLEASE SEND CONFERENCE  
REPORTS, NOTIFICATIONS OF  
NEW BOOKS, MEMBER NEWS,  
REVIEWS AND ARTICLES FOR  
THE OCTOBER ISSUE TO THE  
NEWSLETTER EDITOR, MARK  
SHERRY.**

**[MARKDSHERRY@YAHOO.COM](mailto:MARKDSHERRY@YAHOO.COM)**

# ASA LABOR AND LABOR MOVEMENT SECTION TIMETABLE, MON AUGUST 18

## 8.30-10.10am A Question of Scale: Where and How to Mobilize Worker Rights

Labor Power and Governance: Theorizing a New Terrain of Struggle - Jamie McCallum, Middlebury College

Understanding How to Revitalize the Labor Movement by Analyzing Alinsky's Legacy - Jane McAlevey, City University of New York-Graduate Center

Space, Opportunities and Labor Protest Across Political Regimes: Chilean Metalworkers' Mobilization, 1945-2011 - Joel P. Stillerman, Grand Valley State University

The National Labor Relations Act in the Non-unionized Workplace: Workers' Mobilization of Section 7 – Jessica Garrick, University of Michigan

Our Time to Speak is Now: Electoral Tactics in Defending Teachers' Collective Bargaining Rights – Amanda Pullum, University of California-Irvine

## 10:30 to 11:30am ROUNDTABLES

### Table 01. Shifting Labor Conditions in the Wake of the Great Recession

Aging Workers and the Experience of Job Displacement - Lora A. Phillips Lassus, The Ohio State University; Steven H. Lopez, The Ohio State University; Vincent J. Roscigno, The Ohio State University

America's Working Poor in the Aftermath of the Great Recession: Conceptualization, Measurement, and New Estimates - Brian Thiede, Cornell University; Daniel T. Lichter, Cornell University

American Reindustrialization: Industrial Work in the American Rust Belt - *Evren Mehmet Dincer, Cornell University*

### Table 02. Race, Gender, Solidarity and the Changing Conditions of Work

The Cost of Being Hispano: Disposability and Cross-Racial Solidarity in the Workplace - *Vanesa Ribas, University of California-San Diego*

Coding Productive Masculinity: Gendered Meaning of Exploitation in High-Tech Corporations - *Tongyu Wu, University of Oregon*

Women as Managers in Shadowed Hierarchies: Examples of the Logic of Inequality Regimes - *Marcia Marx, California State University-San Bernardino*

### **Table 03. Labor Movements and Protest**

Immigrant Rights Protests or Xenophobic Attacks? Divergent Class Struggles in the United States and South Africa - Marcel Paret, University of Johannesburg

Powerful Events? Comparing San Francisco Unions in the Aftermath of the 1934 General Strike - Leslie A. Bunnage, Seton Hall University

Labor as Social Movement: A Reassessment - K Mann, Cardinal Stritch University

Vernacular Utopias: Worker Protests of 2009 in Turkey as a Precursor of the Gezi Protests - Utku Balaban, Ankara University

### **Table 04. States, Workers and Labor Movements**

Citizenship and Precarious Work under Neoliberalism: Turkey and the United States, 1980 to the Present - Kaan Agartan, Framingham State University; Cedric de Leon, Providence College

Labor Reform by American States, 1900-1917: A Test of the Sanders' Hypothesis - Robert Biggert, Assumption College

Rentier States and the Resource Curse: The Origins of Development-promoting Institutions in Trinidad and Tobago - Zophia Yolande Edwards, Boston University

Commodity Chain Formations: Capitalist Fixes and the Social Contradictions of Latin America's Banana Industry - Phillip A. Hough, Florida Atlantic University

### **Table 05. Worker and Union Strategies: International Comparisons**

Between Strategy and Pragmatism: Shifting Union Coalitions in Germany - Andreas Pekarek, University of Melbourne; Martin Behrens, Hans-Boeckler-Foundation

Diplomacy and the Parties in the Danish Labour Market - Carsten S. Jensen, University of Copenhagen

Consumer Co-operatives and Action in Organizations - Tad P. Skotnicki, University of California-San Diego

Organizing with International Framework Agreements: An Exploratory Study - Cesar F. Rosado Marzan, Illinois Institute of Technology

### **Table 06. Changing Employment Structures and the Impacts on Workers**

Compensation for Overwork Deaths (Karoshi) and Japan's Changing Employment Culture - *Scott North*, Osaka University

Cross-Sector Job Shifts in Urban China's Economic Reform Era (1978-2003): A Cohort Perspective - Wen Fan, University of Minnesota-Twin Cities; Fangsheng Zhu, Harvard University; Phyllis Moen, University of Minnesota

Subjective Well-being and Type of Contract in Europe: Is there any Effect of Labour Legislation Institutions? - Natalia Soboleva, State University-Higher School of Economics

The Making of an Apolitical Party: The Rise of New Labour in Britain, 1983-95 -Shannon Ikebe, University of California-Berkeley

Gain or Pain? Employment, Childcare Conflict, and the Mental Health of Low-Income Urban Women - Anna Weller Jacobs, Vanderbilt University; Terrence D. Hill, University of Utah; Daniel Tope, Florida State University

### **11.30 am -12.10 pm Business Meeting**

### **2.30-4.10 pm Organizing the Unorganizable: Labor Activism among Informal and Low-Wage Workers**

Street Work and the Organization of Informal Work - Carolyn Pinedo Turnovsky, University of Washington

Working for God's Chosen People: Gender, Race and Religion on a Brooklyn Corner - Erika Denisse Grajeda, University of Texas-Austin

Organizing Temporary and Immigrant Workers: Lessons from Change to Win's Warehouse Workers United Campaign - Ellen R. Reese, University of California-Riverside; Jason Y. Struna, University of California-Riverside

Making Sex Work Labor: Sex Worker Unionization and Informal Labor Politics in India -*Gowri Vijayakumar*, University of California-Berkeley; *Shubha Chacko*, Aneka; *Subadra Panchanadeswaran*, Adelphi University

Relational Use of Class, Citizenship and Community: Informal Workers' Mobilization in Central India - *Manjusha S. Nair*, National University of Singapore

### **4.30-6.10 pm Work and Workers Across Global Value Chains**

Your Paper has been Outsourced: How Publishers Sweat Labor to Streamline Science -*Jeffrey J. Sallaz*, University of Arizona

Suicides and Rebels in a World Factory: How the Global Fragmented Despotism Works in Foxconn - *Thung-hong Lin*, Academia Sinica

Draying and Picking: Precarious Labor in the Logistics Supply Chain - *David D. Jaffee*, University of North Florida

Keeping the Workers Clean: Disciplining the Sanitation of Indigenous Farm Workers in Mexico - *Marcos F. Lopez*, Bowdoin College

**6:30 - 8:30 pm, Section Reception, UNITE HERE! 209 Golden Gate Ave, San Francisco, CA 94102**

**SSSP Annual Meeting Labor Studies Division Timetable**  
**August 15-17, 2014, San Francisco Marriott Marquis**  
*Reprinted from SSSP Labor Division Email to Members*



Society for the Study  
of Social Problems  
*In Pursuit of Social Justice*

**Friday, August 15, 8:30 AM - 10:10 AM Session 11: Transnational Organizing, Room: Pacific H**

“New American Relief and Development Organizations: Voluntarizing Global Aid,” Allison Schnable, Princeton University

“Networking for Women’s Rights: Transnational Feminist Organizing in Southern Africa,” Yvonne A. Braun and Michael C. Dreiling, University of Oregon

“International Health Volunteering; Understanding Organizational Goals,” Judith N. Lasker, Lehigh University

**Friday, August 15, 10:30 AM - 12:10 PM, Session 20: Roundtables: Precarity in the Labor Market, Room: Club Room**

“‘Pirate crews’ and the Reality of Being a Pirate: Mexican Immigrants and the Precariousness of Labor in the Restaurant Industry,” Black Hawk Hancock, DePaul University

“Chaebol’s Turn to Service: Retail Concentration and Fate of the Self-Employed After the 1997 Asian Financial Crisis,” Lanu Kim, University of Washington and Solee I. Shin, Lund University

“The Role of Social Networks and Internal Hiring Practices in the Labor Market Incorporation of Hispanic Immigrants in Economically Depressed New Destinations,” Jacqueline Villarrubia-Mendoza, Colgate University

**Friday, August 15, 2:30 PM - 4:10 PM Session 36: Austerity Measures and the University: Workers, Students, and Social (Im)Mobility , Room: Foothill B**

“A Better Life: Educational Attainment and Perceptions of Standard of Living,” Jenny Nguyen and Sabrina Deaton, University of Central Florida

“Teaching Associates: Creating Professional Development Opportunities for Advanced Graduate Students,” Amanda M. Jungels, Army Institute of Public Health and Marni A. Brown, Georgia Gwinnett College

“Understanding Teacher Pay for Performance: Flawed Assumptions and Disappointing Results,” Karen Phelan Kozlowski and Douglas Lee Lauen, University of North Carolina at Chapel Hill

“When Educationally Purposive Practices are Not Enough: Student-Faculty Interaction at a Research University and the Downside of High Expectations,” Margaret Austin Smith, University of Maryland

**LABOR STUDIES DIVISIONAL BUSINESS MEETING: FRIDAY 4:30 – 6:10 pm**

**DIVISIONAL RECEPTION: FRIDAY 6:30 – 7:30 pm**

**Saturday, August 16, 8:30 AM - 10:10 AM, Session 70: CRITICAL DIALOGUE: Forty Years Since Braverman: Control and Resistance in the 21st Century, Room: Pacific I**

“Braverman in the IT Department: Flexibility as Resistance or Control?” Kimberly Fox, Bridgewater State University  
“Class, Control, and Worker Subjectivity: Governing the Worker’s Soul,” Steven Vallas, Northeastern University

“Controlling the Definition of Skill in the Early Education and Care Workforce,” Claire Hammonds, University of Massachusetts

“Is There a ‘We’? Is There a ‘They’? Conceptual Chains Versus Struggle Processes and Visions of Liberation,” Samuel R. Friedman, National Development and Research Institutes (NDRI)

“The Degradation of Unpaid Work: Paying Your Dues as a Music Industry Intern,” Alexandre Frenette, John Jay College, CUNY

**Saturday, August 16, 10:30 AM - 12:10 PM Session 82: CRITICAL DIALOGUE: Contemporary Ways of Protest, Room: Pacific I**

“‘We Will Be Idle No More’: Legacies of Protest, Political Opportunity, and Claims Making in the Social Media Narratives of a Canadian First Peoples Social Movement,” Tamara L. Mix and Kelley J. Sittner Hartshorn, Oklahoma State University

“Business Unity and Anti-Corporate Social Movement Protests in the U.S.,” Tarun Banerjee, SUNY - Stony Brook, Winner of the Conflict, Social Action, and Change Division’s Student Paper Competition

“Escalating Mutual Obligation in the Wisconsin Uprising of 2011,” Matthew Lawrence Kearney, University of Wisconsin-Madison

“Political Mass Strikes: Resisting the State’s Changing Functions of Capital,” Fernando Cortes Chirino, University of California, Irvine

“Social Movement Conflict: Lessons from Occupy Pittsburgh,” Marie Skoczylas, University of Pittsburgh

**Saturday, August 16, Time: 12:30 PM - 2:10 PM Session 94: Low-Wage and Marginalized Workers, Room: Pacific E**

“Barriers to Health Care Access among Warehouse Workers in Inland Southern California,” Juliann Allison, Political Science, UC-Riverside, Mila Huston, Sociology, UC-Riverside, Ellen R. Reese, University of California, Riverside and Hali Pinedo, Latin American Studies, UCLA

“Does Discrimination Pay? Perceptions of Intergroup Tipping Differences, Discriminatory Service, and Relative Tip Earnings among Restaurant Servers,” Zachary W. Brewster, Wayne State University

“Organizational Inequality, Training Deficiencies, and Worker Failure in Healthcare,” Kendra Jason, University of North Carolina - Charlotte

“Rhetoric and Reality: Employability and Career Making in a Low Wage Labor Market,” Brian W. Halpin, University of California Davis

**Saturday, August 16, 2:30 PM - 4:10 PM Session 105: Gender and NonStandard Employment, Room: Pacific E**

“Entrepreneurs and Intellectuals: How Marginalized Men of Color Create Rap Music to Become Valued Masculine Subjects,” Kara A. Young, University of California, Berkeley

“Gender and Workplace Support: Work Pressure of the American Workers,” Dina Banerjee, Shippensburg University

“Haitian Immigrant Women in the U.S. Labor Force: A Comparative Analysis with other Caribbean Immigrant Women,”  
Nadjhia Normil-Skakavac, Virginia State University

“Marginalized Workers: Drug Using Women and their Struggles in the Workforce,” Aukje K. Lamonica, Southern  
Connecticut State University and Miriam Boeri, Bentley University

“New Scars for the New Economy? Gender and the Consequences of Non-Standard Employment Histories,”  
David Pedulla, Princeton University, Winner of the Poverty, Class, and Inequality Division’s Student Paper Competition

**Sunday, August 17, 10:30 AM - 12:10 PM Session 131: Are You Being Served?: Institutional Ethnographies of  
Social Services and Frontline Workers in an Age of Austerity** , Room: Club Room

“Eligible for Service? Immigrant Women’s Experiences of Ruling Relations: Findings from an Institutional Ethnography  
of an Employment and Leadership Skills Program,” Heather Holroyd, University of British Columbia

“Human-Animal Welfare in the Age of Austerity,” Katja M. Guenther, University of California, Riverside

“Prison Realignment and Front-Line Reentry Work,” Megan Welsh, CUNY Graduate Center/John Jay College of  
Criminal Justice

“Vicarious Trauma and Sexual Assault Crisis Work: A Focus on Structural Forces,” Amanda B. Moras, Sacred Heart  
University

**Sunday, August 17, 12:30 PM - 2:10 PM Session 143: Are You Being Served?: Institutional Ethnographies of  
Social Services and Frontline Workers in an Age of Austerity II**, Room: Club Room

“‘It’s all about the people:’ Immigrant Identity among Managers in the Retail Sector,” Ilana Demantas, University of  
Kansas

“Emotional Work and Labor in U.S. Refugee Resettlement Programs,” Fatima Sattar, Boston College

“Engineering Medicine: The Deployment of Lean Production in Healthcare,” Will Attwood-Charles, Boston College

“Resident and Staff Experiences of Service Utilization and Delivery: An Exploratory Study of a Transitional Housing  
Program for Homeless Youth,” Susanna R. Curry, University of California, Los Angeles

**Sunday, August 17, 2:30 PM - 4:10 PM Session 148: Disability and the Labor Force**, Room: Foothill B

“Americans with Disabilities Act (ADA) National Knowledge Translation Center Systematic Review: A Rapid Evidence  
Review of the ADA’s Impact on Attitudes, Perceptions, and Knowledge in Employment,” Sarah Parker Harris and  
Robert P. Gould, University of Illinois-Chicago

“Bridging Research and Policy to Promote Work-Based Learning Experiences for Youth with Disabilities,” Maria Town,  
Office of Disability Employment Policy, US Department of Labor

“Illustrating Current Tensions in Conceptualizing and Measuring Disability with the Debate over Measuring the 1990s  
Employment Decline,” Julia A. Rivera Drew, University of Minnesota, Twin Cities

**Sunday, August 17, 4:30 PM - 6:10 PM Session 158: The Culture and Theory of Neoliberalism: Its Meaning and  
Effects**, Room: Foothill B

“Neoliberalism’s High Tide: Tracking the Effects of a Political-Economic Wave,” Grace Cale, University of Kentucky

“Narrating Neoliberalism’s Miseries: The Operation of Symbolic Power in Right Wing Anti-Poor Politics,”  
Kyle R. Willmott, Simon Fraser University

“From Coercion to Containment: The Evolving Role of Neoliberal Austerity,” John O’Connor, Central Connecticut State University

“The Public, the Private and the Culture(s) of Neoliberalism: A Case Study of how Mexican Immigrant Workers Perpetuate their own Dispossession,” Black Hawk Hancock and Roberta Garner, DePaul University

“‘Vulnerable Yet Enterprising People’: Fair Trade Marketing and the Representation of Producers as the Deserving Poor,”  
Mary Beth Finch, Northwestern University