

RUBEN J. GARCIA

Ralph Denton Professor of Law; Director, UNLV Workplace Law Program
University of Nevada, Las Vegas, William S. Boyd School of Law
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Academic Appointments

William S. Boyd School of Law at UNLV, Professor of Law, 2011-

Selected Courses: Constitutional Law, Employment Law, Labor Law
Employment Discrimination, International Labor and Employment Law

Director, Co-Founder, UNLV Workplace Law Program, 2016-present

Counsel students about career options in labor and employment law

Plan Conferences and Colloquia on Workplace Law topics

Associate Dean for Faculty Development and Research, Feb. 2017-Jul. 2019

Hosted conferences and managed conference budgets

Solicited and obtained grant funding for research

University of California, Berkeley School of Law, Visiting Professor of Law, Spring 2024

Courses: Constitutional Law; Race, Equity, and Workplace Law

Brooklyn Law School, New York, Visiting Professor of Law, Employment Law, Fall 2021

California Western School of Law, San Diego, Professor of Law, 2003-2011

Courses taught: Labor Law, Employment Law, Employment Discrimination, Professional Responsibility, NAFTA and Labor, International Labor and Employment Law.

University of California, San Diego, Visiting Associate Professor, 2009

Taught in the Constitutional Law & Justice sequence for undergraduates in Thurgood Marshall College.

University of California, Davis School of Law, Visiting Professor, 2002-2003

Taught Civil Procedure, Constitutional Law II, and Labor and the Global Economy Seminar.

University of Wisconsin Law School, William H. Hastie Fellow, 2000-2002

Taught Employment Discrimination and lectured in Employment Law and Labor Law classes.

Education

UNIVERSITY OF WISCONSIN LAW SCHOOL – LL.M. (William H. Hastie Fellow), 2002

UCLA SCHOOL OF LAW – J.D. (*Juris Doctor*), 1996

STANFORD UNIVERSITY – A.B. in Political Science with Honors, 1992

Selected Honors and Awards

Ralph Denton Professorship, William S. Boyd School of Law 2024-

Elected Member, American Law Institute, 2022-

Elected Fellow, Board of Governors, College of Labor and Employment Lawyers, 2019-

Books and Chapters

Critical Wage Theory: Why Wage Justice is Racial Justice (University of California Press, 2024)

Marginal Workers: How Legal Fault Lines Divide Workers and Leave Them Without Protection (New York University Press, 2012)

Legal Protection for the Individual Employee (6th & 7th eds. 2021, 2024) (with Kenneth G. Dau-Schmidt, Matthew Finkin & Jason Bent)

Politically Engaged Unionism: The Culinary Workers Union in Las Vegas in REVIVING AMERICAN LABOR: LABOR LAW FOR A TWENTY-FIRST CENTURY ECONOMY (Richard Bales & Charlotte Garden, eds., 2019)

Commentary on Hoffman Plastic Compounds v. NLRB, FEMINIST JUDGMENTS: IMMIGRATION (Cambridge Univ. Press 2022)

The FAA and the LMRA at the Margins: Workers of Color Caught Between Collectivism and Individualism (edited collection with 20 other prominent labor and arbitration scholars, Cambridge University Press, Richard Bales & Jill Gross, eds., 2024).

Articles

Envisioning Wage Justice, 43 Minnesota Journal of Law & Inequality 279 (2024) (Keynote Address)

The Gig and The Platform: Regulating the “Workplace” After the Pandemic, Journal of Comparative Labour & Social Security Law (2023),

The Human Right to Workplace Safety in a Pandemic, 64 Washington Univ. J. of Law & Pol. 113 (2021).

Building Collective Action Through Technology, 65 St. Louis U. Law Journal 25 (2020).

The Labor Law Constitution in 2020, 24 Emp. Rts. & Emp. Pol’y J. 1 (2020).

“Right to Work” Laws: Ideology and Impact, 15 Ann. Rev. of L. & Soc Sci 17.1 (2019) (peer reviewed)

The Thirteenth Amendment and Minimum Wages, 19 Nev. L. J. 479 (2018)

The Legal Landscape of the Global Gig Economy, 22 PERSPECTIVES ON WORK 26 (2018)

Where’s the Power? The Restatement of Employment Law Chapter 6 & 7, 21 Empl. Rights & Empl. Pol’y J. 563 (2017) (peer reviewed).

“An Equally Divided Court:” Workplace Law in the 2015-2016 U.S. Supreme Court Term, 20 Empl. Rights & Empl. Pol’y J. 1 (2016) (peer reviewed)

Populism, Elitism & Academic Deference, reviewing Courtroom to Classroom by Scott H. Gelber (Johns Hopkins University Press), 102 Academe 42 (2016)

Five Myths About Nevada Public Sector Labor Law, 2 Nev. Prac. J. Lab. & Empl. L. 38 (2016)

- Politics at Work After Citizens United*, 49 Loyola of Los Angeles Law Review 1 (2015)
- With Every Curse, There Comes a Wish: Legal Education in a Time of Change*, 16 Nev. L.J. 143 (2015)
- Workplace Law in the Tenth Term of the Roberts Court: Reading Between the Usual Ideological Lines*
19 Empl. Rights & Empl. Pol'y J. 501 (2015) (peer reviewed)
- Citizenship at Work: How the Supreme Court Marginalizes Public Employees*, 14 Nev. L.J. 377 (2014).
- Democracy at Work*, 14 Nev. L.J. 305 (2014)
- The Workplace Law Agenda of the Obama Administration*, 16 Emp. Rights & Emp. Pol'y J. 1 (2012).
- Ten Years After Hoffman Plastic Compounds, Inc. v. NLRB: The Power of a Labor Law Symbol*, 21
Cornell Journal of Law and Public Policy 659 (2012).
- Toward Fundamental Change for the Protection of Low-Wage Workers: The "Labor Rights are Human Rights Debate" in The Obama Era*, 2009 University of Chicago Legal Forum 421 (2009).
- Economic Analysis of Labor and Employment Law in the New Economy*, 12 Employee Rights & Employment Policy J. 366 (2008).
- Teaching Problem Solving and Preventive Law Through International Labor and Employment Law*, 25
Int'l J. of Comp. Lab. L. & Indus. Rel. 15 (2008).
- Against Legislation: Garcetti v. Ceballos and the Paradox of Statutory Protection for Whistleblowers*, 7
First Amend. L. Rev. 22 (2008).
- A Democratic Theory of Amicus Advocacy*, 35 Fla. St. U. L. Rev. 315 (2008).
- Foreword: Confronting the Rights Deficit*, 43 Cal. W. L. Rev. 1 (2006).
- From North to South Country: Race, Gender and Immigration and the Role of Unions in the Sanitized Workplace*, 29 Thomas Jefferson L. Rev. 55 (2006).
- Labor as Property: Guestworkers, International Trade and the Democracy Deficit*, 10 Iowa J. Gender, Race & Justice 27 (2006).
- Labor's Fragile Freedom of Association Post-9/11*, 8 U. Penn. J. of Lab. & Emp. L. 283 (2006)
reprinted in *Workplace Discrimination, Privacy, and Security in an Age of Terrorism*,
(Matthew Bodie & Samuel Estreicher, eds., 2008).
- Legal Reform: The Role of Public Institutions and Legal Culture* (Symposium Participant), 35 Cal. W.
Int'l L.J. 266 (2005).
- Transnationalism as a Social Movement Strategy: Actors, Institutions and International Labor Standards*, 10 U.C. DAVIS JOURNAL OF INTERNATIONAL LAW AND POLICY 1 (2003).
- Ghost Workers in an Interconnected World: Going Beyond the Dichotomies of Domestic Immigration and Labor Laws*, 36 UNIVERSITY OF MICHIGAN JOURNAL OF LAW REFORM 737 (2003).
- Across the Borders: Immigrant Status and Identity in Law and LatCrit Theory*, 55 FLORIDA LAW REVIEW 511 (2003).
- New Voices at Work: Race and Gender Identity Caucuses in the U.S. Labor Movement*, 54 HASTINGS L.J. 79 (2002).
- Critical Race Theory and Proposition 187: The Racial Politics of Immigration Law*, 17 CHICANO-LATINO LAW REVIEW 118 (1995).

Shorter Works, Briefs, Op-Eds & Reports

The Chilling Effect: Unaddressed Wage Theft in the Nevada Painting and Allied Trades (Report with Jeffrey Waddoups, Ph.D. Sept. 2024).

Will the Supreme Court Kill the National Labor Relations Board? WASHINGTON MONTHLY, Apr. 29, 2024

Court's Latest Decision Aimed at the New Deal, WASHINGTON MONTHLY, June 30, 2023

The Supreme Court Lashes Out at Unions—Again, WASHINGTON MONTHLY, June 30, 2021

The COVID-19 Pandemic and Faculty Governance, Report of the American Association of University Professors (contributor).

COVID-19 and Worker Power, Report of the Harvard Labor and Worklife Program, Harvard Law School (October 2020) (contributor).

A Clean Slate for Worker Power, Report of the Harvard Labor and Worklife Program, Harvard Law School (January 2020) (contributor).

The Federal Government Shutdown is a Thirteenth Amendment Problem, AMERICAN CONSTITUTION SOCIETY: EXPERT FORUM (Jan. 23, 2019).

The Supreme Court's Decision in Encino Motorcars LLC v. Navarro: A Turning Point for the FLSA as a Protective Statue for Employees? AMERICAN CONSTITUTION SOCIETY: EXPERT FORUM (Apr. 9, 2018),

Supreme Court Hears Argument Challenging 21st Century Yellow-Dog Contracts, AMERICAN CONSTITUTION SOCIETY: EXPERT FORUM (Oct. 4, 2017).

Law Professors' Comment to the U.S. Dept. of Labor, Why the Persuader Rule Should Not Be Rescinded, United States Department of Labor

Brief of Legal Ethics and Labor Law Professors as Amici Curiae Supporting Appellants, Nat'l Fed'n of Indep. Bus. v. Perez, United States Court of Appeals for the Fifth Circuit, July 26, 2017

US Prisoners Strike Shows How Commonplace Prison Labor is--and How It May Run Afoul of the Law, The Conversation, August 30, 2018

Nevada's Unions Show How Organized Labor Can Flourish Even After an Adverse Supreme Court Opinion, The Conversation, June 28, 2018

150 Cooks, Servers and Dishwashers Almost Shut Down a Democratic Debate, Showing Unions' Growing Clout in the Party, The Conversation Dec. 17, 2019

The Culinary Union Takes a Pass on Endorsing – Here's Why That May Be a Winning Political Strategy, The Conversation, Feb. 21, 2020

The Constitution Sets Up a Process, Not an Outcome, The Reno Gazette-Journal, March 13, 2016

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Leadership: Academic Organizations

Chair, ABA Accreditation Law School Site Evaluation Teams, 2022, 2023, 2025, 2026
Executive Committee Member, Treasurer, Chair, The Labor Law Group 2018-
Appointed Member, ABA Council for Diversity in the Educational Pipeline, 2022-
Appointed Member, Assoc. of American Law Schools Membership Review Committee 2021-
Invited Member, Working Group on A Clean Slate for the Future of Labor Law Project, Harvard Law School Co-President, Society of American Law Teachers, 2014-2016
Faculty Fellow, UNLV Faculty Center 2021-2022
Leadership Fellow, UNLV Leadership Development Academy, 2015-2017
Co-Chair, Law and Society Association Collaborative Research Network on Labor Rights, 2008-2017
Guest Editor, Employee Rights and Employment Policy Journal, Special Issue on the Workplace Law Agenda of the Obama Administration (2012)
Chair, Annual Dinner Committee, Society of American Law Teachers (SALT), 2008-2015
Chair, Diversity Committee, Law and Society Association, 2011-2012
Co-Chair, Planning Committee, Eighth Annual Colloquium on Scholarship in Labor and Employment Law, Las Vegas NV, Fall 2013
Co-Chair, Equal Opportunity-Affirmative Action Committee, SALT, 2010-2011
Chair, Planning Committee, Association of American Law Schools 2009 Mid-Year Meeting on Work Law, June 10-12, 2009
Co-Chair, Planning Committee, Third Annual Colloquium on Labor and Employment Scholarship, Spring 2008, San Diego, CA
Co-Chair, Western Law Professors of Color Conference, Spring 2006, San Diego

Professional Service: Academic Organizations

Co-President, Society of American Law Teachers (SALT), 2014-2016
Site Visit Team Member, ABA Section on Legal Education & Admissions to the Bar, 2018-2026
Reporter, Association of American of Law Schools Accreditation Site Visit Team, 2021, 2024
Founding Member, The Thirteenth Amendment Project at UNLV Law, 2018-
Member, Planning Committee, ABA Associate Deans Conference, June 2019
Member, Planning Committee, Thirteenth Amendment Project Conference, March 2018
Member, Planning Committee, Law and Society Association, 2013 Annual Meeting
Member, Planning Committee, Law and Society Association 2011 Annual Meeting
Member, Labor Task Force, Law and Society Association 2011 Annual Meeting
Member, Diversity Committee, Law and Society Association 2008-2009

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Member, Executive Committee, Association of American Law Schools, Section on Labor Law & Employment Relations, 2007-2008, Employment Discrimination, 2022-2023

Member, Editorial Board, Employee Rights and Employment Policy Journal (current)

Manuscript Reviewer, Aspen Publishing Company, Cambridge University Press, New York University Press

Promotion and Tenure Reviewer: University of Hawai'i School of Law, McGeorge School of Law, University of Tennessee College of Law, California Western School of Law, Cornell University School of Industrial and Labor Relations, Gonzaga University School of Law, University of Baltimore School of Law, Marquette University School of Law, Nova Southeastern University College of Law, University of Oregon School of Law, University of Pittsburgh School of Law, University of Toledo College of Law, American University Washington College of Law, Chicago-Kent College of Law, UNLV Boyd School of Law; UC Davis School of Law; St. Thomas University School of Law

Service at UNLV

Director, Co-Founder, UNLV Workplace Law Program

Chair, University Council on Centers, Institutes, Museums & Laboratories, CY 2022-2023; Member, 2015-2021, Review, counsel, and approve university research centers and institutes.

Chair, Boyd Law School Retention, Promotion & Tenure Committee, 2016-2017

Chair, Boyd Law School Faculty Appointments Committee, 2012-2013, 2025

Faculty Advisor, American Constitution Society, Boyd Student Chapter

Chair, Member, UNLV Council on Centers, Institutes, Museums & Laboratories (CCIML)

Member, Faculty Enrichment Committee, 2013-2015

Member, Dean's Advisory Committee, 2013, 2016, 2021

Member, UNLV Interdisciplinary Labor Task Force

Member, Faculty Appointments Committee, 2011, 2024

Service at California Western School of Law

Director, Labor and Employment Law Concentration Program

Advisor, Employment and Labor Law Society, 2003-2011

Advisor, First Year Students, 2003-2009

Advisor, La Raza Law Students Association, 2003-2011

Member, Curriculum and Diversity Committees, 2003-2005; 2009-2010

Member, Faculty Development Committee, 2003-2005; Chair, 2006-2009

Member, Faculty Appointments Committee, 2005-2006; 2008-2009

Member, Strategic Planning Committee, 2006-2009

Member, Visitor Appointments Committee 2007-2008

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Member, STEPPS Planning Committee, 2005-2008

Panelist, Admissions Preview Day, Feb. 3, 2007

Panelist, Annual Supreme Court Preview, California Western School of Law, Sept. 29, 2005

Panelist, California Western School of Law, Ethics in the Business World, Mar. 3, 2004

Supervisor, Out of Town Internship Program, 2003-2006

Community and Pro Bono Service

Member, ABA Council for Diversity in the Educational Pipeline, 2022-present

Advisory Board Member, Labor Research Action Network, 2020-present

Advisory Board Member, Peggy Browning Fund, 2006-present

Chair, Trustees' Advisory Council, San Diego Community College District, 2004-2011

Member of the Board, ACLU of Nevada, 2011-2015

Member of the Board, ACLU of San Diego & Imperial Counties, 2006-2011

Member, Professional Advisory Council, Employee Rights Center, San Diego, 2007-2011

Member, Stanford Alumni of Color, San Diego

Member, Stanford Ethics Center Pro Bono Network

Member of the Host Committee, Immigration Now: Stanford Alumni and Faculty Event, Jan. 2008

Moderator, ABA Section of Labor and Employment Law Ethics Midwinter Meeting, Mar. 2010

Guest Lecturer, U.S. Citizenship and Immigration Services Las Vegas Field Office, Feb. 27, 2013

Guest Lecturer, Constitution Day, San Diego area high schools, 2008, 2009

Guest Lecturer, Prof. Orly Lobel's *Work, Welfare and Justice* class, USD Law School, Feb. 4, 2010,
Jan. 17, 2008, Feb. 22, 2007, Apr. 5, 2006

Guest Lecturer on Legal Ethics, San Diego County Law Library, Oct. 11, 2006

Guest Lecturer, Prof. Tamara Kay's *Law and Social Movements* class, UC-San Diego, Nov. 16, 2005

Panelist, Money and Justice: NAFTA, St. Paul's Cathedral, San Diego, Sept. 23, 2004

Panelist, Forum on Southern California Grocery Strike, St. Paul's Cathedral, San Diego, Feb. 18, 2004

Panelist, Exploring Options in Employment & Labor Law Careers, California Western School of Law,
Oct. 7, 2004

Participant, California Western School of Law, International Law Journal Symposium, Sept. 15, 2004

Presenter, Using Creative Problem Solving in the Classroom, Sept. 6, 2005

Selected Media Appearances

Interviewed by Mitchell Hartman, What the Supreme Court's Decision Means for Religious Accommodation at Work, American Public Media Marketplace Radio, June 30, 2023

Interviewed by Mitchell Hartman, Unions Brace for Supreme Court Decision, American Public Media Marketplace Radio, June 25, 2018

Interviewed by Ari Shapiro, NPR All Things Considered, Trump's Dispute with Las Vegas Hotel Employees Presents Potential Conflict, Dec. 1, 2016.

Interviewed by Dave Becker, State of Nevada, KNPR-FM Las Vegas, Boosting Marginal Workers, Sep. 5, 2013; Boyd Workers Sue for Overtime, Dec. 5, 2013; Workers Sue McDonalds, Mar. 18, 2014; Convenience Store Employees Sue for Overtime Pay, Jun. 19, 2014; Who is Really Covered Under New Overtime Rules? Aug. 18, 2015; Battle Brewing Over Minimum Wage in Nevada, Oct. 19, 2015.

Interviewed by David Segal, Fighting a Cage Match to Turn the UFC Into a National Phenomenon, New York Times, March 26, 2016.

Interviewed by Adam Nagourney, Culinary Union Won't Take Sides in Democratic Caucuses, New York Times, Feb. 19, 2016

Interviewed by Jon Ralston, Ralston Live, VegasPBS, Feb. 25, 2016

Interviewed by Jon Ralston, Ralston Reports, KSNV Las Vegas, May 15, 2014.

Interviewed by Kevin Wall, Live and Local with Kevin Wall, KXNT Las Vegas, Dec. 13, 2012.

Interviewed by Kevin Wall, Live and Local with Kevin Wall, KXNT Las Vegas, Nov. 20, 2012.

Quoted in Josh Eidelson, The Culinary Union Learned to Beat the House, BloombergNews Jun.20, 2018

Quoted in David Montero, Culinary Union May Strike, Los Angeles Times, May 30, 2018

Quoted in Rachel Crosby, Memo Alleges Government Misconduct in Bunkerville Standoff Case, Las Vegas Rev.-J., Dec. 16, 2017 at A1, A11.

Quoted in Daniel Rothberg, As the Trump Administration Reverses Tip Policy, the Pendulum Swings Back to the Employer, The Nevada Independent, Dec. 10, 2017 (online).

Quoted in Debra J. Saunders, Atty. Gen. Sessions: No Knowledge of Collusion with Russia, Las Vegas Rev. J. Jun. 13, 2017, at A1.

Quoted in Riley Snyder, The Indy Explains: Can the Nevada Legislature Raise the Minimum Wage? The Nevada Independent, Feb. 21, 2017.

Column, Weak Labor Laws Hindering Union Efforts, Las Vegas Review-Journal, July 11, 2012, at B7.

Quoted in Kelly Nolan, Emergency Invoked to Cut Labor Cost, Wall Street Journal, June 29, 2012,A2.

Quoted in Colleen McCarty, NLV, Union Meeting Canceled When I-Team Shows Up, KLAS-TV 8 News, May 30, 2012.

Interviewed by Louie Saenz, February 20, 2012, Perspectives Radio Show, KTEP-FM, Feb. 27, 2012.

Interviewed by Tess Vigeland, American Public Media Marketplace Radio Program, What Role will Nevada's Unions Play in the Election? Feb. 2, 2012.

Quoted in Chris Sieroty, Wynn tip policy said to violate state law, Las Vegas Review-Journal, Nov. 11, 2011, at 1A, 7A.

Quoted in Erik Anderson, Grocery Workers Check Out Possibility of a Strike, June 10, 2011, KPBS-FM, San Diego, CA.

Quoted in Doug Sherwin, Sotomayor Nominated for Experience, Diversity, San Diego Daily Transcript, May 27, 2009, at 1.

Quoted in KNSD, Channel 7/39, News Story on the Nomination of Judge Sonia Sotomayor to the United States Supreme Court, May 26, 2009.

Quoted in Randy Dotinga, U-T Clamps Down on Rivals, The Voice of San Diego, May 22, 2009.

Quoted in Tanya Sierra, City Dropping Waiver Demand for Fired Veterinarian, San Diego Union Tribune, March 17, 2009, at B1, B3.

Quoted in Will Carless, Cleaning Out the City Attorney's Office Could Come at a Cost, The Voice of San Diego, Nov. 25, 2008.

Quoted in Will Carless, Smith's Termination Agreement Could Stymie Lawsuits, The Voice of San Diego, August 13, 2008.

Quoted in H.G. Reza, Labor Department Opens An Investigation After a New Contractor Reduces Wages In Laguna Niguel Federal Office, L.A. Times, Nov. 29, 2007.

Column, Acts of Union, L.A. Daily J. Aug. 31, 2007.

Quoted in Alison St. John, Labor Board Ruling May Nix Chula Vista Bayfront Project, KPBS-FM, Aug. 16, 2007.

Quoted in Claude Walbert, Boston Market Settles Class Cases with 7,000 Employees L.A. Daily Journal Nov. 17, 2006 (also carried on AP wire in the San Francisco Chronicle & Fresno Bee among others).

Quoted in Greg Moran, Prosecutor, Lawyer Square Off for Superior Court Seat, San Diego Union-Tribune, Oct. 9, 2006 at B3.

Quoted in Hiram Soto, Undocumented Workers Could Get Bosses Fined, San Diego Union-Tribune & Enlace (Spanish version of Union-Tribune), August 15 and 12, 2006, at C1, A1.

Quoted in Claude Walbert, Workers Sue Restaurant Owner Over Breaks for Rest and Meals, L.A. Daily Journal, July 7, 2006 at 1, 9.

Quoted in Frank Green, Ralphs Agrees to Strike-Related Fines, San Diego Union-Tribune, July 1, 2006 at C1, C5.

Mentioned in Julie A. Greenberg, Sexuality at Work: Sanitized Workplaces and Gender Equality, San Diego Lawyer, July/August 2006.

Quoted in Enlace (Spanish Version of the San Diego Union-Tribune) regarding planned May 1 boycott, April 23, 2006.

Quoted in Claude Walbert, Harassment Laws Segregate Women, Professor Says, L.A. Daily Journal, Feb. 10, 2006.

Columnist, Union Initiative Upsets Balance of Rights, Inviting Legal Challenge, San Francisco Daily Journal and Los Angeles Daily Journal, Nov. 7, 2005.

Panelist, Full Focus: Community Issues Interview Show, KPBS-TV San Diego, *Organized Labor at the Crossroads*, Feb. 2, 2004.

Guest, Independent Counsel Radio Show on Grocery Strike, KCBQ-1170 AM, Oct. 20, 2003.

Quoted in Frank Green, Clerks, Stores Would Avoid New Dispute, San Diego Union-Tribune, Sept. 27, 2005.

Quoted in David Hudson, Sexual Hijinks at Work Can Create Hostile Work Environment, ABA E-Journal, July 29, 2005, available at 4 No. 31 ABAJREP 2 (Westlaw).

Quoted in Edmond Jacoby, Grocers' Pact Reveals Strategy, Complex Formula, North County Times, Feb. 10, 2005.

Quoted in Catherine Macrae Hockmuth, "Sue Your Boss" Law Has Corporate Attorneys Worried About Big Claims, San Diego Daily Transcript, Mar. 10, 2004, at A1.

Quoted in Will Carless, Grocery Workers Locked in Epic Struggle, San Diego City Beat, Dec. 17, 2003, at 14.

Quoted in Frank Green, Ralph's owner Kroger sees earnings plunge, San Diego Union-Tribune, Dec. 10, 2003, at C1.

Quoted in Frank Green & Michael Kinsman, Stores' stocks shrinking, San Diego Union-Tribune, Dec. 3, 2003, at C1.

Quoted in Frank Green, Teamsters add their muscle to UFCW's fight for contract, San Diego Union-Tribune, Nov. 26, 2003, at C1.

Quoted in Edmond Jacoby, In grocery-union stalemate, there were national vibes, North County Times, Nov. 22, 2003.

Quoted in Frank Green, Revenue-sharing pact may help grocers' position, San Diego Union-Tribune, Nov. 20, 2003.

Quoted in Frank Green, Grocers, union agree to meet, San Diego Union-Tribune, Nov. 8, 2003.

Quoted in Tim Coffey, Grocers, union mostly silent during standoff, Daily Transcript, Oct. 22, 2003, 1A.

Quoted in Edmond Jacoby, Union sues Ralph's and Albertson's, North County Times, Oct. 20, 2003.

Quoted in Frank Green, 97.4% of voting members reject contract proposals; walkout could come today, San Diego Union-Tribune, Oct. 11, 2003, at A20.

Quoted in Frank Green, Grocery workers weigh strike, San Diego Union-Tribune, Oct. 9, 2003, at C5.

Quoted in National Public Radio News story on the So. Calif. Grocery Strike, Oct. 14 & 15, 2003.

Invited Academic Presentations and Lectures (Inviting Organization)

Critical Race Studies @ 25 at UCLA School of Law, Fall 2025 (UCLA School of Law)

Envisioning Wage Justice, Academics Panel, Denver, CO Fall 2025 (College of Lab. & Emp. Lawyers)

A Theory of Wage Justice, Keynote Address, Spring 2025 Symposium (Univ. Minnesota Law School)

Why the Work of the National Labor Relations Board Matters (NLRB, virtual agency-wide address)

The Legacy of Cruz Reynoso (UCLA School of Law)

Prison Labor (Haifa University Law School, International)

Paths to Legal Academia (American Constitution Society, National)

Workplace Rights After COVID-19 (American Constitution Society, National)

Dark Money in Politics (UNLV Boyd School of Law Federalist Society Chapter)

The Human Right to Workplace Safety in a Pandemic (Colloquium on Scholarship in Emp. & Lab. Law)

New Waves of Worker Empowerment (St. Louis Univ. Law School, Wefel Center for Employment Law)

Justice Neil M. Gorsuch and New Wine in Old Bottles (UNLV Boyd School of Law)

Janus and the Weaponizing of the First Amendment (American Constitution Society, San Diego Chapter)

Police Unions: The Political Power Variable (Labor Research and Action Network)

Keynote Address: After Janus in Higher Education (National Center for the Study of Collective Bargaining in Higher Education and the Professions)

The Academic Workplace, ABA Associate Deans Conference “Building the Skills Sets of the Associate Dean,” (ABA Section on Legal Education)

New Law Teachers Workshop, (AALS)

ACS/SALT Cover Workshop, “Reforming the Supreme Court,” New Orleans (AALS)

Inaugural Paul Mitchell Keynote on Labor Law, (Peggy Browning Fund)

The Growing Gap Between Free Trade and Free Migration, World Congress XIII. International Society of Labour and Social Security Law, Torino, IT (ISLSSL)

The Future of Organized Labor, California Issues Forum, La Jolla CA (CA State Legislators Caucus Meeting)

Keynote Address: Right to Work Laws: Ideology & Impact, (National Center for the Study of Collective Bargaining in Higher Education and the Professions)

Conference Presentations

Politically Engaged Unionism: The Culinary Workers Union in Las Vegas, ClassCrits X, New Orleans, Nov. 10, 2017

Applying Design Thinking to Legal Education, Southeastern Association of Law Schools (SEALS), Aug. 4, 2017

A Day in the Life of An Associate Dean, ABA Associate Deans Conf., Chicago, July 12, 2017 (invited).

Author Meets Reader: Precarious Claims by Cornell Professor Shannon Gleeson, Law and Society Association Annual Meeting, Mexico City, June 22, 2017

Breaking into Law School Administration, Co-Organizer, John Marshall Law School, Chicago, Sept. 28, 2016

On Scholarship, Workshop for Pre-tenured Minority Law Teachers, AALS, Washington, DC, June 23, 2013

From Prosecution to Empowerment: Fighting Trafficking and Promoting the Rights of Migrants, University of Southern California, Feb. 2, 2013

Marginal Workers, Friday Law Talk, UNLV Boyd School of Law, Nov. 16, 2012 (with D. Taylor and Africa Sanchez, Esq.)

Marginal Workers, Las Vegas Latino Bar Association, Nov. 14, 2012

- The Role of Latinos in U.S. Elections*, AFL-CIO, Washington D.C., Oct. 2, 2012
- Against Anonymity*, Colloquium on Current Scholarship in Labor and Employment Law, Northwestern University School of Law Sept. 14, 2012
- Against Anonymity*, Labor Law Group Meeting, Asheville, NC, June 24, 2012
- Skip Counsel: Ethical Issues Facing Union Lawyers*, AFL-CIO Union Lawyers Annual Meeting, Chicago, IL, May 21, 2012
- Author Meets Readers, *MARGINAL WORKERS: HOW LEGAL FAULT LINES DIVIDE WORKERS AND LEAVE THEM WITHOUT PROTECTION*, by Ruben J. Garcia, Law and Society Meeting, June 9, 2012
- The Constitutionalization of Labor and Employment Law*, University of Wisconsin Law School, October 29, 2011
- How the Courts Marginalize Public Employees*, University of Toledo College of Law, October 22, 2011
- On Scholarship*, SALT/LatCrit Junior Faculty Development Workshop, San Diego CA October 6, 2011
- Labor's Approach to Immigration*, Cornell University Institute for Social Sciences, Sept. 23, 2011
- Labor's Approach to Immigration*, UCSD Center for Comparative Immigration Studies, May 17, 2011
- Telling Stories about Vulnerable Workers*, SALT Teaching Conference, December 11, 2010
- Workers' Rights are Human Rights*, University of Heidelberg, Santiago de Chile, Nov 26, 2010 (invited)
- Labor's Approach to Immigration*, Harvard University Kennedy School of Government, Nov. 17, 2010
- Marginal Workers: How Legal Fault Lines Divide Workers and Leave Them Without Protection*, Thomas Jefferson School of Law, Oct. 14, 2010 (invited)
- Workers' Rights are Human Rights*, UCSD Human Rights Symposium, October 13, 2010
- Citizenship at Work*, LatCrit XV, University of Denver College of Law, Oct. 8, 2010
- The Incomplete Workplace Law Agenda of the Obama Administration*, National People of Color Legal Scholarship Conference, Seton Hall University Law School, Sept. 10, 2010
- Labor's Position on Immigration: How Does Law Matter?* The Labor Law Group Meeting, Lake Arrowhead, CA, June 4, 2010
- The Separation of Public and Employment: Devaluing the Citizenship of Public Employees*, Law and Society Annual Meeting, Chicago, IL, May 29, 2010
- Telling Stories About Vulnerable Workers*, Vulnerable Populations and Economic Realities Conference, Golden Gate Law School, San Francisco, CA, March 19, 2010
- Casualties of the Drug War? The Workers of Mexico*, Chapman University School of Law, Orange, CA, January 29, 2010
- Labor Law Aspects of Faculty Employment*, Society of American Law Teachers Faculty Development Workshop, Washington D.C., October 2, 2009
- Filling in the Gaps: Toward Fundamental Rights for Workers*, Law and Society Association Annual Meeting, Denver, CO, May 30, 2009
- What Does Critical Race Theory Do for Marginal Workers?* Critical Race Theory at 20 Symposium, University of Iowa College of Law, April 2, 2009

- The Evolving Definition of the Immigrant Worker*, USF School of Law, February 27, 2009
- Marginal Workers: How Legal Fault Lines Divide Workers and Leave Them Without Protection*, University of Chicago Law School, November 14-15, 2008
- Immigrants at the Margins of Freedom of Association and Practical Politics*, LatCrit XIII, Seattle University School of Law, October 5, 2008
- Immigrants at the Margins of Freedom of Association and Practical Politics*, Law and Society Annual Meeting, Montreal, May 30, 2008
- The Significance of New Union Immigration Policies Domestically and Transnationally*, Law and Society Annual Meeting, Montreal, May 29, 2008
- Teaching with Conscience*, Society of American Law Teachers Conference, University of California, Berkeley, Boalt Hall School of Law, March 15, 2008
- Neither Citizen Nor Lawyer: Garcetti v. Ceballos and The Government Lawyer as Public Citizen*, First Amendment Law Review Symposium, U. North Carolina School of Law, Feb. 22, 2008
- The Lawyer as Counselor, Using International Labor Law to Teach Students to be Problem Solvers for their Clients*, The Global Workplace Symposium, Thomas Jefferson School of Law, Feb. 16, 2008
- Commentator*, Economic Analysis of Labor and Employment Law in the New Economy, Panel of the AALS Section on Law and Economics, New York, NY, Jan. 5, 2008
- Local Immigration Ordinances and Emergency Response: The View from San Diego* (Society of American Law Teachers Cover Workshop), AALS Annual Meeting, New York, NY, Jan. 3, 2008
- Marginal Workers: How Legal Fault Lines Divide Workers and Leave Them Without Protection*, LatCrit XI, Miami, FL, Oct. 6, 2007
- Marginal Workers: How Legal Fault Lines Divide Workers and Leave Them Without Protection*, Second Annual Labor and Employment Scholarship Colloquium, Denver, CO, Sept. 29, 2007
- Marginal Workers: How Legal Fault Lines Divide Workers and Leave Them Without Protection*, American University School of Law, Poverty Law Workshop, May 31, 2007
- New Orleans: Ground Zero for a Neo-Liberal Labor Policy?*, American Association of Law Schools Annual Meeting, Jan. 5, 2007
- Social Movement Tactics: Labor's Amicus Participation*, Labor and Employment Law Scholarship Colloquium, Milwaukee, WI, Oct. 28, 2006
- The Larger Perspective: Making the Connections Between Workers and Union Campaigns in Las Vegas*, LatCrit XI, Las Vegas, October 7, 2006
- An Institutional Theory of Self-Regulation in the Legal Profession*, Law and Society Association Annual Meeting, July 7, 2006
- Commentator*, *Labor's (In)Divisibility*, Law and Society Association Annual Meeting, July 6, 2006
- The Future of the Labor Movement*, Panel Discussion, Stanford Law School, Mar. 4, 2006
- Commentator*, *Vicki Schultz's The Sanitized Workplace*, Thomas Jefferson School of Law, Feb. 10, 2006
- Labor as Property: Guestworkers, International Trade and the Democracy Deficit*, University of Iowa

College of Law, Iowa City, Oct. 7, 2005

Using Film to Teach Professional Responsibility, Association of American Law Schools Mid-Year Meeting, Montreal, Canada, June 14, 2005

The Expressive Function of Amicus Briefs, Law and Society Association Annual Meeting, Las Vegas, June 4, 2005

Labor as Property: Guestworkers and International Trade, Law and Society Association Annual Meeting, Las Vegas, June 5, 2005

Author Meets Readers: JENNIFER GORDON, SUBURBAN SWEATSHOPS: THE FIGHT FOR IMMIGRANT RIGHTS, Law and Society Association Annual Meeting, June 2, 2005

Labor as Property: NAFTA, Guestworkers and the Democracy Deficit, Labor, Immigration and Civil Rights Post 9/11, University of Oregon School of Law, April 1, 2005

Labor's Fragile Freedom of Association Post-9/11, Thomas Jefferson School of Law, San Diego, Oct. 28, 2004

Labor's Fragile Freedom of Association Post-9/11, St. Louis University School of Law, Oct. 4, 2004

Teaching the Histories of the Labor, Civil Rights and Immigrants' Movements Using Film in Labor Law, Association of American Law Schools Racial Justice Workshop, June 15, 2004

Labor's Fragile Right of Association Post 9/11, Law and Society Association Annual Meeting, May 26, 2004

Labor's Fragile Right of Association Post 9/11, LatCrit IX, sponsored by Villanova University and Seton Hall School of Law, Apr. 30, 2004

Immigrant Workers and Transnational Workers' Rights Litigation, Law and Society Association Annual Meeting, Pittsburgh, June 7 & 8, 2003

Bracero Litigation and the Reparations Movement: Toward a Common Thread, Western Law Professors of Color Conference, Seattle University College of Law, Mar. 20, 2003

Transnational Workers' Rights Litigation as a Social Movement Strategy, UC Davis Journal of International Law and Policy Symposium, Mar. 7, 2003

Immigrant Workers in the Global Economy: The Case of Hoffman Plastics, Association of American Law Schools Annual Meeting, Jan. 5, 2003

New Voices at Work, Industrial Relations Research Association Annual Meeting, Jan. 4, 2003

New Voices at Work, Law and Society Association Annual Meeting, June 1, 2002

Transnational Workers' Rights Litigation as a Social Movement Strategy, LatCrit VII, University of Oregon School of Law, May 4, 2002

New Voices at Work, DePaul University College of Law, Apr. 16, 2002

Immigrant Workers' Rights after Hoffman Plastic Compounds v. NLRB, University of Wisconsin Law School, Apr. 11, 2002

New Voices at Work, University of Wisconsin Law School, Sept. 26, 2001

Across the Borders, LatCrit VI, sponsored by University of Florida Law School, Apr. 28, 2001

Law Practice Experience

Rothner, Segall & Greenstone, Associate; Pasadena, CA, 1996-2000

Represented unions and individual employees before courts, arbitrators and government agencies. Represented workers in Fair Labor Standards Act & California Labor Code litigation. Counseled unions on political regulation compliance. Argued appeals before the California Courts and the Ninth Circuit Court of Appeals. *Pro Bono* Counsel to living wage campaigns in Los Angeles, Pasadena and Santa Monica.

Schwartz, Steinsapir, Dohrmann & Sommers, Summer Law Clerk; Los Angeles, CA, 1995

Wrote memoranda and briefs and assisted attorneys at union-side labor law firm.

Chambers of the Hon. Richard A. Paez, Spring Term Extern; Los Angeles, CA, 1995

Wrote memoranda and briefed judge on cases before the U.S. District Court.

U.S. Department of Justice, Civil Rights Division, Summer Intern; Washington, DC, 1994

Drafted briefs and memoranda for the Housing and Civil Enforcement Section.

Bar Admissions

State Bar of California; Supreme Court of the United States; United States Court of Appeals, Fifth Circuit; United States Court of Appeals, Ninth Circuit; United States District Court, Central District of California

Affiliations and Leadership Positions

American Law Institute (ALI) (Elected Member), Association of American Law Schools (AALS) (Membership Review Committee, 2021-2024), American Bar Association (Council for Diversity in the Educational Pipeline Member, 2022-2025), American Constitution Society (past member of Executive Committee and National Board of Directors, Board of Academic Advisors), College of Labor and Employment Lawyers (Treasurer, Board of Governors, past member of Ethics & Civility Committee), International Labor and Employment Relations Association, International Society of Labor and Social Security Law, Labor Research Advisory Network (Advisory Board), The Labor Law Group (Chair, Treasurer, Executive Committee), Labor and Employment Relations Association (elected member of Executive Board), American Association of University Professors (past member of Committee on College University Governance), Law and Society Association (past member of Program Committee, Diversity Committee and co-chair of Labor Rights Collaborative Research Network), Nevada Faculty Alliance AAUP/AFT, Nevada Latino Bar Association, Peggy Browning Fund (Advisory Board), Public Justice, Society of American Law Teachers (SALT) (past Co-President, member of Board of Governors, and Legal Education, Academic Freedom Committees)