

RUBEN J. GARCIA

Associate Dean for Faculty Development and Research & Professor of Law
University of Nevada, Las Vegas, William S. Boyd School of Law
4505 South Maryland Parkway, Box 451003, Las Vegas, NV 89154-1003
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Academic Appointments

University of Nevada, Las Vegas, William S. Boyd School of Law, Professor of Law, 2011-
Co-Director, UNLV Workplace Law Program, 2017-present, a career-focused academic concentration:

- Counsel students about career options in labor and employment law
- Determine fulfillment of academic requirements for students in the Program
- Plan Conferences and Colloquia on Workplace Law topics
- Supervise and Mentor Workplace Law Program Fellow
- Teach core courses in the Academic Concentration on Labor Law & Employment Law
- Serve on American Bar Association Accreditation Site Teams at other law schools monitoring Compliance with ABA Standards for Approval of Law Schools

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

- * Worked with the Dean to promote the research and scholarship mission of the law school
- * Made recommendations to the Dean about research budget allocations
- * Recruited and mentored adjunct law teachers
- * Hosted conferences and managed conference budgets
- * Co-Chaired Faculty-Staff Annual Giving Campaign, which increased 8% year-over-year
- * Worked with University Associate Deans for Research to seek grants, and promote research
- * Nominated to apply for the Deanship of several American law schools

Courses include: Labor Law, Employment Law, Constitutional Law I & II, Employment Discrimination, Professional Responsibility, International Labor & Employment Law

Leadership Development Academy Fellow, 2015-2017: Selected for campus-wide program to develop next generation leadership. Developed new policy on Centers and Institutes

Chair, UNLV Top Tier Committee on Centers & Institutes (appointed by Dr. Mary Croughan)

- Work with University Vice President for Research and Economic Development on Strategic Missions of Centers & Institutes, Evaluate and Advise Centers and Institutes on mission and management at Carnegie R1 Research Institution

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

Director, Labor and Employment Law Concentration

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 Part II of the Dimensions of Culture (DOC) required sequence for undergraduates in Thurgood Marshall College. DOC II emphasized the role of constitutional law and justice.

RUBEN J. GARCIA

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 II and lectured in Employment Law and Labor Law classes.
Completed LL.M. thesis and additional scholarship. Participated in faculty colloquia.

Education

UNIVERSITY OF WISCONSIN LAW SCHOOL – LL.M. (Master of Laws), 2002

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

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

Books and Chapters

Marginal Workers: How Legal Fault Lines Divide Workers and Leave Them Without Protection (New York University Press, 2012) reviewed favorably by Professors Sameer Ashar (UCLA) Lance Compa (Cornell), Orly Lobel (Univ. San Diego) and Joseph Slater (Univ. Toledo),

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

Working to Live: The Importance of the Minimum Wage (book in progress)

Articles

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

The Thirteenth Amendment and Minimum Wage Laws, 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)

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

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) (with Olympia Duhart).

RUBEN J. GARCIA

- 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).
- Foreword: The Workplace Law Agenda of the Obama Administration*, 16 *Employee Rights and Employment Policy Journal* 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: Proceedings of the 2008 Annual Meeting, Association of American Law Schools, Section on Law and Economics*, 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, Proceedings of New York University 55th Annual Conference on Labor* (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).

RUBEN J. GARCIA

Critical Race Theory and Proposition 187: The Racial Politics of Immigration Law, 17 CHICANO-LATINO LAW REVIEW 118 (1995), *reprinted in* THE LATINO/A CONDITION: A CRITICAL READER 118 (Richard Delgado & Jean Stefancic eds., NYU Press, 1998).

Leadership: Academic Organizations

Elected Fellow, College of Labor and Employment Lawyers

Executive Committee Member, The Labor Law Group

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

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

Accreditation Site Visit Team Member, ABA Section on Legal Education & Admissions to the Bar

Member, Board of Governors, Society of American Law Teachers, 2007-2017

Member, The Labor Law Group, 2010-present

Member, The Thirteenth Amendment Project, 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

RUBEN J. GARCIA

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

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

Commentator, Graduate Student Workshop, West Coast Law and Society Retreat, Oct. 17, 2009

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

Promotion and Tenure Reviewer, 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 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

Co-Director, UNLV Workplace Law Program

Chair, UNLV Top Tier Committee on Centers and Institutes

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

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

Faculty Advisor, American Constitution Society, Boyd Student Chapter

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

Member, Boyd Law School Retention, Promotion and Tenure Committee, 2015-2016

Member, Faculty Enrichment Committee, 2013-2015

Member, Dean's Advisory Committee, 2013-2014; 2016-2017

Member, UNLV Interdisciplinary Labor Task Force

Member, Boyd Law School Faculty Appointments Committee, 2011-2012

Member, NSHE Code Review Task Force, 2013-2014

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

RUBEN J. GARCIA

Member, Strategic Planning Committee, 2006-2009

Member, Visitor Appointments Committee 2007-2008

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

Advisory Board Member, Association for Union Democracy, 2007-2012

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, Teaching with Technology, Nov. 8, 2005

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

Presenter, Faculty Workshop Series, California Western School of Law

Selected Media Appearances

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 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 (online).

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, at 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.

RUBEN J. GARCIA

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.

RUBEN J. GARCIA

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.

Selected Academic Presentations

The Academic Workplace, ABA Associate Deans Conference "Building the Skills Sets of the Associate Dean," June 28, 2019 (invited)

New Law Teachers Workshop, AALS, January 5, 2019 (invited)

ACS/SALT Cover Workshop, "Reforming the Supreme Court," New Orleans, Jan. 3, 2019 (invited)

Inaugural Paul Mitchell Keynote Labor Law, Peggy Browning Fund Conference, Oct. 12, 2018

The Growing Gap Between Free Trade and Free Migration, World Congress XIII. International Society of Labour and Social Security Law, Torino, IT, Sept. 5, 2018

The Future of Organized Labor, California Issues Forum (State Legislators Caucus Meeting), La Jolla CA Dec. 12, 2017 (invited)

RUBEN J. GARCIA

- Right to Work Laws: Ideology & Impact*, National Center for the Study of Collective Bargaining in Higher Education and the Professions, Long Beach, CA, Dec. 2, 2017 (invited)
- 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 (invited)
- Breaking in to Law School Administration*, Co-Organizer, John Marshall Law School, Chicago, Sept. 28, 2016
- On Scholarship*, Workshop for Pretenured Minority Law Teachers, AALS, Washington, DC, June 23, 2013 (invited)
- From Prosecution to Empowerment: Fighting Trafficking and Promoting the Rights of Migrants*, University of Southern California, Feb. 2, 2013 (invited)
- Marginal Workers*, Friday Law Talk, UNLV Boyd School of Law, Nov. 16, 2012 (with D. Taylor and Africa Sanchez, Esq.) (invited)
- Marginal Workers*, Las Vegas Latino Bar Association, Nov. 14, 2012 (invited)
- The Role of Latinos in U.S. Elections*, AFL-CIO, Washington D.C., Oct. 2, 2012 (invited)
- 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 (invited)
- Skip Counsel: Ethical Issues Facing Union Lawyers*, AFL-CIO Union Lawyers Annual Meeting, Chicago, IL, May 21, 2012 (invited)
- Author Meets Readers, MARGINAL WORKERS: HOW LEGAL FAULT LINES DIVIDE WORKERS AND LEAVE THEM WITHOUT PROTECTION, by Ruben J. Garcia, Law and Society Annual Meeting, June 9, 2012
- The Constitutionalization of Labor and Employment Law*, University of Wisconsin Law School, October 29, 2011 (invited)
- How the Courts Marginalize Public Employees*, University of Toledo College of Law, October 22, 2011 (invited)
- Citizenship at Work*, LatCrit 16, October 7, 2011, San Diego, CA
- On Scholarship*, SALT/LatCrit Junior Faculty Development Workshop, San Diego CA October 6, 2011 (invited)
- Labor's Approach to Immigration*, Cornell University Institute for Social Sciences, Sept. 23, 2011 (invited)
- Labor's Approach to Immigration*, UCSD Center for Comparative Immigration Studies, May 17, 2011 (invited)

RUBEN J. GARCIA

- 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 (invited)
- 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 (invited)
- 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 (invited)
- 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 (invited)
- 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*, University of San Francisco School of Law, February 27, 2009 (invited)
- Marginal Workers: How Legal Fault Lines Divide Workers and Leave Them Without Protection*, University of Chicago Law School, November 14-15, 2008 (invited)
- 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 (invited)

RUBEN J. GARCIA

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

RUBEN J. GARCIA

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 (invited)

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.

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.

RUBEN J. GARCIA

Bar Admissions

State Bar of California; Supreme Court of the United States; United States Court of Appeals for the Fifth and Ninth Circuits; United States District Court (C.D. Cal.)

Current Memberships

American Association of University Professors (currently on Committee on College University Governance), American Bar Association, American Constitution Society (currently on Executive Committee, Board of Directors and Board of Academic Advisors), American Sociological Association, Labor and Employment Relations Association, Labor Research Advisory Network (currently on Advisory Board) the Labor Law Group (currently on Executive Committee), Law and Society Association, Peggy Browning Fund (currently on Advisory Board); Society of American Law Teachers (Co-President, 2014-2016, currently on Legal Education & Academic Freedom Committees)