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EDUCATION

Cornell University

School of Industrial and Labor Relations (ILR)

Ph.D. Labor Relations

2023 (expected)

Cornell University

School of Industrial and Labor Relations (ILR)

M.S. Labor Relations

August 2020

Oberlin College

B.A. Politics (High-Honors) and History

May 2014

PEER-REVIEWED ARTICLES

Kallas, J., Sterling, M. R., Ajayi, O., Mulroy, E., Kuo, E., Ming, J., Dell, N., & Avgar, A. C. (2022). Making a bad situation worse: Examining the challenges facing rural home care workers. *Journal of Applied Gerontology*. Forthcoming.

Kallas, J. (2022). Retooling militancy: Labour revitalization and fixed-duration strikes. *British Journal of Industrial Relations*. <https://doi.org/10.1111/bjir.12709>.

Shaw, A. L., Ringel, J. B., Avgar, A. C., Riffin, C. A., **Kallas, J.**, & Sterling, M. R. (2022). Addressing the home care shortage: Predictors of willingness to provide paid home care in New York. *JAMDA*. <https://doi.org/10.1016/j.jamda.2022.07.006>.

Batt, R., **Kallas, J.**, & Appelbaum, E. (2020). Path dependency versus social unionism in healthcare: Bringing employers back in. *Work and Occupations*, 47(4): 406-436.

WORKING PAPERS AND PROJECTS

Kallas, J. What If you do everything right and still don't win? Examining the role of employer power in shaping strike outcomes. Manuscript preparation.

Aleks, R.* , **Kallas, J.***, & Park, D.* Starting off on the right foot: How organizing tactics affect first contract achievement. Manuscript preparation.

Kallas, J. Under what conditions are strikes most effective for workers and their organizations? Data collection.

Kallas, J. Building worker power at Starbucks: Examining campaigns and strikes in four regions. Data collection.

Kallas, J. & Friedman, E. The Cornell ILR Labor Action Tracker. Ongoing data collection. <https://striketracker.ilr.cornell.edu/>.

REVIEWS AND REPORTS

Kochan, T. A., Fine, J. R., Bronfenbrenner, K., Naidu, S., Barnes, J., Diaz-Linhart, Y., **Kallas, J.**, Kim, J., Minster, A., Tong, D., Townsend, P., & Twiss, D. “U.S. Workers’ Organizing Efforts and Collective Actions: A Review of the Current Landscape.” *The Worker Empowerment Research Network (WERN)*. Retrieved from <https://iwer.mit.edu/wp-content/uploads/2022/06/Report-on-Worker-Organizing-Landscape-in-US-by-Kochan-Fine-Bronfenbrenner-Naidu-et-al-June-2022.pdf>.

Kallas, J., Grageda, L., & Friedman, E. “Labor Action Tracker: Annual Report 2021.” *ILR Worker Institute*. Retrieved from https://ecommons.cornell.edu/bitstream/handle/1813/111031/WI_LaborActionReport2021.pdf?sequence=2&isAllowed=y.

Kallas, J. “Lifting Worker Voices in the Coronavirus Crisis.” *ILR Worker Institute*. Twelve transcribed interviews retrieved from <https://www.ilr.cornell.edu/worker-institute/blog/lifting-worker-voices>.

Kallas, J. Book Review. *Hog Wild: The Battle for Workers’ Rights at the World’s Largest Slaughterhouse* by Lynn Waltz. *ILR Review*, 73(1) (2020): 248-250.

Batt, R., **Kallas, J.**, & Appelbaum, E. “Institutional Legacies, Union Power, and Organizational Restructuring in Healthcare.” *Center for Economic and Policy Research*. January 2019. Available at <https://cepr.net/report/institutional-legacies-union-power-and-organizational-restructuring-in-healthcare/>.

Kallas, J. Book Review. *Beyond \$15: Immigrant Workers, Faith Activists, and the Revival of the Labor Movement* by Jonathan Rosenblum. *British Journal of Industrial Relations*, 56(3) (2018): 681-683.

GRANT AWARDS

- 2022-2023 Doctoral Grant, Washington Center for Equitable Growth, \$15,000
- 2021 New Scholars Research Grant, Labor Research Action Network (LRAN), \$1,500
- 2021 Benjamin Miller Scholarship, Cornell University ILR School, \$2,500
- 2021 Mobility Fund Grant, Centre de recherche interuniversitaire sur la mondialisation et le travail (CRIMT), CAN \$6,000

CONFERENCE PRESENTATIONS

Examining the Sources of Power and Strike Effectiveness of US Healthcare Workers. Project presented at the Pre-ASA Labor in Crisis Mini Conference. Los Angeles, California. August 2022.

Examining the Sources of Power and Strike Effectiveness of US Healthcare Workers. Project presented at the 74th annual Labor and Employment Relations Association Meeting. Online. June 2022.

Making a Bad Situation Worse: Examining the Challenges Facing Rural Home Care Workers. Paper presented at the 74th Labor and Employment Relations Association Meeting. Online. June 2022.

Labor Action Tracker: Annual Report 2021. Project presented at the 2022 Labor Research and Action Network National Conference. Atlanta, Georgia. June 2022.

Making a Bad Situation Worse: Examining the Challenges Facing Rural Home Care Workers. Project presented at the 2022 Let's Talk About Health: Caring for Seniors in Rural New York Conference. Online. May 2022.

Strikes in the United States: An Uptick or a Resurgence? Presented at the New York State Bar Association's 2022 Annual Meeting: Labor and Employment Law Section. Online. January 2022.

The Resurgent Strike: Union Revitalization and the Co-Production of Militancy. Paper presented at the annual American Sociological Associational Meeting. Online. August 2021.

Introducing the Cornell ILR Labor Action Tracker. Project presented at the 2021 Labor Research and Action Network National Conference. Online. June 2021.

Introducing the Cornell ILR Labor Action Tracker. Project presented at the 73rd Annual Labor and Employment Relations Association Meeting. Online. June 2021.

Introducing the Cornell ILR Labor Action Tracker. Project presented at the Seattle Journal for Social Justice (Seattle University School of Law) Annual Symposium. Online. March 2021.

The Resurgent Strike? Nurses and a Militant Union Identity. Paper presented at the 72nd Annual Labor and Employment Relations Association Meeting. Online. June 2020.

The Resurgent Strike? Nurses and a Militant Union Identity. Paper presented at the First Industrial Relations PhD Student Conference. Ithaca, New York. March 2020.

Path Dependency Versus Social Unionism in Healthcare: Bringing Employers Back In. Paper presented at the 31st Annual Society for the Advancement of Socio-Economics Meeting. New York, New York. June 2019.

Path Dependency Versus Social Unionism in Healthcare: Bringing Employers Back In. Paper presented at the 71st Annual Labor and Employment Relations Association Meeting. Cleveland, Ohio. June 2019.

Path Dependency Versus Social Unionism in Healthcare: Bringing Employers Back In. Paper presented at the 2019 Labor Research and Action Network National Conference. Cleveland, Ohio. June 2019.

Path Dependency Versus Social Unionism in Healthcare: Bringing Employers Back In. Paper presented at the Annual Industry Studies Association Conference. Nashville, Tennessee. May 2019.

GUEST LECTURES AND OTHER PRESENTATIONS

Labor Activism in 2021: Understanding Challenges and Opportunities. Presented at the Cornell ILR Buffalo Co-Lab's Webinar "Brewing Workplace Democracy: Starbucks and the Slow Drip of Starting a Union." December 2021.

Making a Bad Situation Worse: Examining the Challenges Facing Rural Home Care Workers and Delivery. Presented at the Tompkins County Long Term Care Committee Quarterly Meeting. November 2021.

Conflict and Partnership at Kaiser Permanente: Two Contrasting Models? In Associate Professor Virginia Doellgast's course "Employee Involvement and Workplace Democracy in the Global Economy." Cornell University. Online. September 2020.

How Unions are Rebuilding Power in the 21st Century. In Professor Chris Howell's course "Work, Workers and Trade Unions in Advanced Capitalist Societies." Oberlin College. Oberlin, Ohio. October 2018.

How Unions are Rebuilding Power in the 21st Century. In Associate Professor Adam Seth Litwin's course "Introduction to Labor Relations." Cornell University. Ithaca, New York. September 2018.

OTHER RESEARCH EXPERIENCE

Alexander Colvin, Kenneth F. Kahn '69 Dean and Martin F. Scheinman Professor of Conflict Resolution, Cornell ILR School
Research Assistant, Fall 2019-Summer 2020, Summer 2022-present.

Ariel Avgar, Associate Professor and Associate Dean for Outreach, Cornell ILR School
Research Assistant, Spring 2021-Spring 2022.

Rachel Aleks, Assistant Professor, Cornell ILR School
Research Assistant, Spring 2019.

Center for Economic and Policy Research (CEPR)
Research Assistant, 2017-2019 (funded by CEPR)
Supervisor: CEPR Co-Director Eileen Appelbaum.

TEACHING EXPERIENCE

Introduction to Labor History, Instructor: Professor Ileen DeVault. Teaching Assistant,

Fall 2020. Evaluation: 4.81/5.0

Introduction to Labor Relations, Instructor: Associate Professor Adam Seth Litwin.
Teaching Assistant, Fall 2018. No evaluations (did not teach discussion sections).

REVIEWING

Ad-hoc reviewer

- *ILR Review*

SERVICE

Co-Organizer/Cornell ILR Planning Committee Representative. First Annual Industrial Relations PhD Student Conference. Ithaca, New York. March 5th-7th, 2020.

POPULAR ARTICLES

Kallas, J., Friedman, E., & Grageda, L. (2022, April 5). “The real numbers behind the labor movement.” *The Nation*. Retrieved from <https://www.thenation.com/article/society/strikes-tracker-labor/>.

Kallas, J., Friedman, E., & Trentalange, D. (2021, May 26). “How many strikes are there in the U.S.?” *Labor Notes*. Retrieved from <https://labornotes.org/2021/05/how-many-strikes-are-there-us>.

SELECT MEDIA COVERAGE

Sainato, M. (2022, Sep. 26). “New ‘Striketober’ looms as US walkouts increase amid surge in union activity.” *The Guardian*. Retrieved from <https://www.theguardian.com/us-news/2022/sep/26/striketober-unions-strikes-us-october>.

Olson, J. (2022, Sep. 14). “Nursing strike in Twin Cities, Duluth reaches final day, then what?” *The Star Tribune*. Retrieved from <https://www.startribune.com/nursing-strike-in-twin-cities-duluth-reaches-final-day-then-what/600206708/>.

Doan, L. (2022, Feb. 22). “Nearly half of the 140,000 who went on strike in 2021 work in health care.” *CBS News*. Retrieved from <https://www.cbsnews.com/news/health-care-workers-strike-2021/>.

Scheiber, N. (2021, Dec. 7). “Kellogg workers prolong strike by rejecting contract proposal.” *The New York Times*. Retrieved from <https://www.nytimes.com/2021/12/07/business/kellogg-workers-strike.html>.

Appearance on *Marketplace* with host Amy Scott. (2021, Nov. 24). “How big a year for the labor movement was 2021?” *Marketplace*. Retrieved from <https://www.marketplace.org/2021/11/24/how-big-a-year-for-the-labor-movement-was-2021/>.

Scheiber, N. (2021, Nov. 1). “How the pandemic has added to labor unrest.” *The New York Times*. Retrieved from <https://www.nytimes.com/2021/11/01/business/economy/strikes-labor-pandemic.html>.

Johnston, K. (2021, Oct. 23). “Workers became more willing to go on strike during the pandemic, citing burnout, being underpaid.” *The Boston Globe*. Retrieved from <https://www.bostonglobe.com/2021/10/23/business/employees-became-more-willing-go-strike-during-pandemic/>.

Bliss, L. (2021, Oct. 20). “MapLab: Documenting the real scope of U.S. labor strikes.” *Bloomberg*. Retrieved from <https://www.bloomberg.com/news/newsletters/2021-10-20/the-real-scope-of-u-s-worker-strikes-mapped>.

García-Hodges, A. (2021, Oct. 14). “‘Striketober’ signals ‘tremendous sacrifice’ – but workers say it has been a long time coming.” *NBC News*. Retrieved from <https://www.nbcnews.com/business/business-news/striketober-signals-tremendoussacrifice-workers-say-it-has-been-long-n1281615>.

Samuels, A. (2021, Oct. 8). “U.S. workers are realizing it’s the perfect time to go on strike.” *TIME*. Retrieved from <https://time.com/6105109/workers-strike-unemployment/>.

PROFESSIONAL EXPERIENCE

California Nurses Association, Oakland, California

- Represented registered nurses (RNs) in collective bargaining activities and organizing campaigns at Kaiser Oakland Medical Center and Kaiser Richmond Hospital (August 2016-February 2017).
- Helped win an NLRB certified union election of Patient Care Coordinators in Northern California Kaiser Permanente hospitals.

Service Employees International Union, Cleveland, Ohio and Memphis, Tennessee

- Spent one year (June 2014-July 2015) as an organizer in Cleveland and one year (August 2015-July 2016) as lead organizer through Missouri Jobs with Justice in Memphis on Home Care Fight for \$15 and a Union campaign.
- Duties included daily house visits and training interns to work as field staff in Memphis.

PROFESSIONAL MEMBERSHIPS

American Sociological Association (ASA)

Labor and Employment Relations Association (LERA)

Labor Research Action Network (LRAN)