DIANA S. REDDY

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ACADEMIC EMPLOYMENT

UNIVERSITY OF CALIFORNIA, BERKELEY SCHOOL OF LAW, Berkeley, CA
Assistant Professor of Law & Faculty Co-Director, Center for Law and Work,
July 2023—present
Courses Taught: Work Law, Contracts, Unions and Inequality, Student Note Publishing Seminar, Work Law Colloquium
Committee Service: Zieff-Leitner Public Interest Fellowship Selection Committee (2026-present); Public Interest/Public Service Career Committee (2024-present), Clerkship Committee (2023-2024; 2025-2026)

EDUCATION

UNIVERSITY OF CALIFORNIA, BERKELEY, Berkeley, CA
Ph.D., Jurisprudence and Social Policy, 2023
Emphasis in Sociology of Law; and Law, Social Movements, and the Political Economy of Work, with Distinction in Doctoral Preliminary Exam
Dissertation: *The Law and Social Movement Dialectic: Labor Unions, Cycles of Protest, and a Critique of (Historically Specific) Rights*
Dissertation Committee: Lauren Edelman (dissertation chair), Catherine Fisk, David Grewal, Rebecca Goldstein, Kim Voss
Teaching Experience: Undergraduate Research Apprenticeship Program—Work Law and Social Movements; Sociology of Law (section)

NEW YORK UNIVERSITY SCHOOL OF LAW, New York, NY
J.D., *magna cum laude*, Order of the Coif, 2008
Root Tilden Kern Public Interest Scholar
Student Articles Development Editor, *NYU Review of Law and Social Change*

STANFORD UNIVERSITY, Stanford, CA
M.A., Sociology, emphasis in Social Stratification and Inequality, 2003
B.A., Cultural and Social Anthropology, with Distinction and Honors, Phi Beta Kappa, 2003

TEACHING AND RESEARCH INTERESTS

Primary: Contracts; Labor Law; Employment Law; Employment Discrimination Law

Secondary: Civil Rights; Law and Political Economy; Law and Social Movements; Constitutional Political Economy and Economic Rights; Welfare Law; Property; Family Law

MAJOR ACADEMIC PUBLICATIONS

Diminishing Returns? Predicting Plaintiff Success in Federal Disability Discrimination in Employment Cases 1979-2018, ___ N.Y.U. L. REV. ___ (forthcoming 2027) (with Linda Hamilton Krieger, Catherine L. Fisk, Rachel Kahn Best & Yan Fang).

Valuing Employment: Transaction Benefit Economics and the Future of Work Law, 114 Cal. L. Rev. 55 (2026).

Disputed and Disfavored: Pain, Mental Illness, and Invisible Conditions in Disability Discrimination Cases, 371 SOCIAL SCIENCE & MEDICINE 117885 (2025) (with Rachel Kahn Best, Yan Fang, Catherine L. Fisk, and Linda Hamilton Krieger).

After the Law of Apolitical Economy: Reclaiming the Normative Stakes of Labor Unions, 132 YALE L.J. 1213 (2023).

"There Is No Such Thing as an Illegal Strike": Reconceptualizing the Strike in Law and Political Economy, 130 YALE L.J.F. 421 (2021).

Featured in JOTWELL: https://worklaw.jotwell.com/striking-labor-laws-economic-political-divide/.

Protection by Law, Repression by Law: Bringing Labor Back into Law and Social Movement Studies, 70 EMORY L.J. 63 (2020) (with Catherine Fisk).

Law Firms as Defendants: Family Responsibilities Discrimination in Legal Workplaces, 34 PEPP. L.REV. 393 (2007) (with Joan C. Williams, Stephanie Bornstein & Betsy A. Williams).

SELECTED SHORTER-FORM PUBLICATIONS AND REPORTS

Sectoral Bargaining in App-Based Ride Hailing, in SECTORAL COLLECTIVE BARGAINING (Block & Sachs, eds., Oxford University Press, forthcoming 2027) (with Catherine L. Fisk).

Solidarity by Statute?: *Experiments in Gig Worker Power,* NEW LABOR FORUM (Fall 2026) (invited submission), https://doi.org/10.1177/10957960261473581.

Theorizing Discrimination in the Bad Jobs Economy, LAW AND POLITICAL ECONOMY BLOG (2026), https://lpeproject.org/blog/theorizing-discrimination-for-the-bad-jobs-economy/.

Coworkers, Not Contractors: Preserving the Social Fabric of Work in a Fractured World Roosevelt Institute Policy Brief (2026), https://rooseveltinstitute.org/publications/coworkers-not-contractors/.

Relitigating the New Deal: *The Stakes of Current Constitutional Challenges to the NLRB,* LABOR 22(1): 24-35 (2025) (invited submission), https://doi.org/10.1215/15476715-11521422.

Labor Law Breaks Free: Reviving State Capacity to Protect Workers Under the NLRA, Roosevelt Institute Policy Brief (2024), https://rooseveltinstitute.org/publications/labor-law-breaks/.

Anti-CRT and a "Free Market" in Racial Education, LAW AND POLITICAL ECONOMY BLOG (December 8, 2021), https://lpeproject.org/blog/anti-crt-and-a-free-market-in-racial-education/.

Labor Bargaining and the Common Good, LAW AND POLITICAL ECONOMY BLOG (July 29, 2021), https://lpeproject.org/blog/labor-bargaining-and-the-common-good/.

SELECTED WORKS UNDER REVIEW OR IN PROGRESS

Reconstituting Themselves as Social Movements?: The Limits of Contemporary Public Support for Labor Unions (full draft available; under review).

> Combining a survey experiment with qualitative analysis of open-ended survey responses, this article shows that currently high approval rates for labor unions belie ongoing ambivalence about unions' core redistributive functions. In turn, it demonstrates that while frame extension can superficially broaden movement support, it may not rehabilitate a movement's core functions from counterframing.

Discrimination as Exploitation: An Antidiscrimination Paradigm for the Bad Jobs Economy (full draft available; under review).

> This article argues that American employment discrimination law is organized around an exclusion paradigm: the unstated but taken-for-granted assumption that discrimination manifests primarily as denying marginalized workers access to good jobs. But in today's fissured labor market, I argue that the leading form of discrimination is actually exploitation—the purposeful recruitment of marginalized workers into bad jobs *because* their marginalization makes them cheaper and less likely to sue. Unfortunately, these are harms the exclusion-focused doctrine of Title VII often fails to capture. The article traces the history of these paradigms within social movement claims making, identifies doctrinal limitations that inhibit recognition of discriminatory exploitation, and proposes legal solutions both within discrimination law, and through labor, employment, and immigration law.

Learning from Labor: Bargaining as Democratic Practice in Contract Law? (research and drafting in progress)

> Uses the experience of labor collective bargaining to call attention to the lost socioeconomic practice of consumer bargaining and the obfuscation of this loss in contract law via the "bargain" theory of consideration, which in fact only requires mutual inducement; argues that bargaining can be much more than a means to an end. Under the right conditions, bargaining can promote a more solidaristic economy.

Building Solidarity in the Shadow of the Law: The Role of Law in Domestic Employer Organizing (research and drafting in progress)

> Multi-year ethnographic study of the role of law in solidarity building practices, via novel case study of domestic *employer* organizing efforts in service of domestic worker rights

Work as Liberation, Work as Exploitation: The Legal Framing of Work (data collection and analysis in progress)

Analyzes changing public discourse about work and work law as a function of social movement advocacy and legal mobilization, based on a novel data set of randomly selected newspaper articles discussing work from 1950-1989, in order to demonstrate the cultural and legal bifurcation of job access and job quality issues.

The Irrational Organization: Labor Unions and Discrimination Law (data collection and analysis in progress)

Analyzes all available judicial decisions in cases alleging discrimination *by labor unions* as bargaining agents under Title VII of the Civil Rights Act, to advance knowledge of how employment discrimination plaintiffs and labor unions fare in federal court, and to study whether schematic understandings about whether employment discrimination is economically rational or irrational may shape those outcomes.

CLERKSHIPS

UNITED STATES COURT OF APPEALS FOR THE THIRD CIRCUIT, Philadelphia, PA
Honorable Theodore A. McKee, Chief United States Circuit Judge, 2009-10

UNITED STATES DISTRICT COURT FOR THE SOUTHERN DISTRICT OF NEW YORK, New York, NY
Honorable Kimba M. Wood, Chief United States District Judge, 2008-09

LEGAL EMPLOYMENT

CALIFORNIA TEACHERS ASSOCIATION, Burlingame, CA
Staff Attorney, 2013-15

ALTSHULER BERZON LLP, San Francisco, CA
Associate, 2011-13

AFL-CIO GENERAL COUNSEL'S OFFICE, Washington, DC
Fellowship Attorney, 2010-11

SELECTED FELLOWSHIPS, AWARDS, AND HONORS

Roosevelt Institute Worker Power and Inequality Academic Fellow, 2024-2026
Jack Henning Graduate Fellow Award for Excellence in Graduate Labor Studies, 2022-23
Empirical Legal Studies Fellow, UC Berkeley Center for the Study of Law and Society, 2021-22
Fellow, UC Berkeley Center for Law, Economics, and Politics, 2021-22
Research Award, UC Berkeley Institute for Research on Labor and Employment, 2018
Ann Petluck Poses Memorial Prize (for clinical legal advocacy), NYU School of Law, 2008
BLAPA Award (for clinical legal advocacy), NYU School of Law, 2008
President's Service Award (for diversity, equity, and inclusion work), NYU, 2007

SELECTED PRESENTATIONS AND SPEECHES

***Academic Presenter/Panelist/Speaker*:**

"Building Solidarity in the Shadow of the Law: The Role of Law in Domestic Employer Organizing"
Law and Society Association Annual Meeting, May 2026

Decolonization or Extraction?: Immigrant Workers and Job Quality in the United States
BJELL Symposium, Immigrant Workers and Workplace Rights, April 2026

"Discrimination as Exploitation: An Antidiscrimination Paradigm for the Bad Jobs Economy"
ABA Section on Employment Discrimination Law, June 2026
CULP Colloquium, June 2026
Columbia/Cornell Political Economy and Work, December 2025
Yale Work Law Theory Workshop, March 2025
Annual Colloquium on Scholarship in Employment and Labor Law, September 2024

"Labor Justice and AI Regulation"
6th Annual BTLJ-BCLT Race and Tech Symposium, September 2025

"Reconstituting Themselves as Social Movements: Frame Extension and the Limits of Public Support for Labor Unions"
American Sociological Association Annual Meeting, August 2025
Law and Society Association Annual Meeting, May 2025

"Relitigating the New Deal: Constitutional Challenges to the NLRB"
ABA Conference Labor and Employment Law, November 2025
Holy Cross/Kalmanovitz Institute Labor Spring Series, April 2025
National Center for the Study of Bargaining in Higher Education Annual Conference, March 2025

"Transaction Benefit Economics and the Future of Work Law"
UCLA Symposium: Labor in the Age of Platform Capitalism, February 2026
Stanford Law Faculty Workshop, April 2025
UC Berkeley Contract Theory Workshop, March 2025
Seattle University School of Law Faculty Workshop, March 2025
Harvard Law and Political Economy Workshop, February 2025
APPEAL Reading Group, December 2024

"Transaction Benefits at Work"
CULP Colloquium, May 2024
American Law and Economics Association Annual Conference, May 2024
UC Davis Faculty Workshop, January 2024
Annual Colloquium on Scholarship in Employment and Labor Law, October 2023

"The NLRB & the Law of Apolitical Economy"
National Labor Relations Board Constitutionality Day Conference, April 2024

"How the Culture Wars Are Playing Out in the Workplace: Employees and Employers' Rights"
SF Bar Association Labor and Employment Law Conference, February 2024

"Old School: History of the Labor Movement and the Role of the State"
UC Davis Law Review Symposium, Exploring Contemporary Labor Struggles, October 2023

"Law and Political Economy 101"
Law and Society Association Annual Meeting, June 2023 and June 2024

"Reviving Labor's Constitution"
Berkeley Progressive Constitutional Political Economy Conference, April 2023

"Historical Lessons for Labor Strategy"
Harvard Law and Political Economy Conference: Labor, Social Control, and Counterpower, March 2023
"Economic, Legal and Philosophical Perspectives on Unions"
World Interdisciplinary Network for Institutional Research, September 2022

"Work as Exploitation, Work as Liberation: The Legal Framing of Work"
Law and Society Association Annual Meeting, July 2022
"After the Law of Apolitical Economy"
Law and Society Association Early Career Workshop, June 2022
CULP Emerging Scholars Workshop, June 2022
APPEAL Constitutional Political Economy Working Group, March 2022

"Labor Movements and the Pandemic"
Conference on Race, Class, Gender, and Ethnicity, UNC School of Law, April 2022

"Historicizing the Assault on CRT: The Right vs. Public Education"
Law and Political Economy Project, Yale Law School, October 2021

"Discriminating Logics: Labor Unions and the Judicial Construction of Rational Governance"
Law and Society Association Annual Meeting, May 2021

"Organized Labor and the Law of Apolitical Economy"
Yale Law and Political Economy Conference, Emerging Scholars, January 2021
AALS Annual Meeting, New Voices in Workplace Law, January 2020

"Bringing Labor Back into the Study of Law and Social Movements"
Annual Colloquium on Scholarship in Employment and Labor Law, October 2020

"Organized Labor as Interest Group or Social Movement?: Framing Class-Based Contention in

Courts of Law and Public Opinion"
American Sociological Association Annual Meeting, August 2020
Annual Colloquium on Scholarship in Employment and Labor Law, August 2019
Law and Society Association Annual Meeting, June 2019

"Re-valuing 'Women's Work' through Relational Organizing: Workers and Employers in the Domestic Workers Movement"
National Women's Studies Association Annual Conference, November 2019

"The Legal Framing of Work"
Paris Junior Scholar Law and Society Conference, December 2017

"Teacher Tenure and Dismissal in the Public Sector"
National Academy of Arbitrators Annual Meeting, April 2015

"*Vergara, Friedrichs, and L.A. Times*: Winning in the Courts of Law and Public Opinion"
California Teachers Association Leadership Conference, December 2014

"Unions and the Post-Reagan Generation"
AFL-CIO Lawyers Coordinating Committee Conference, April 2011

***Academic Chair/Commentator/Moderator*:**

"Author Meets Reader: Legal and Political Foundations of Capitalism"
Law and Society Association Annual Meeting, May 2026

"Wages"
California Law Review Symposium: Surveillance Prices and Wages, April 2026

"Current Topics in Sociology of Law"
American Sociological Association Annual Meeting, August 2025

"Working After the Pandemic: Ruptures and Continuities"
Law and Society Association Annual Meeting, May 2025

"Marketization and Extraction: The Political Economy of Care"
The Law and Political Economy of Social Reproduction, May 2025

"Workplace Organizing/Protest and Social Movements"
Law and Society Association Annual Meeting, June 2024

"Forced Arbitration on the Ground"
BJELL Symposium on Forced Arbitration, March 2024

"Innovations in Law and Social Movements"
Law and Society Association Annual Meeting, June 2023

"Strategy and Practice in the Labor Struggle"
Harvard Law and Political Economy Conference on Labor, Social Control, and Counterpower, March 2023

"Mobilizing on Structural Injustice"
Law and Society Association Annual Meeting, July 2022

"What's at Stake in the Minimum Wage Debate?: A Political Economy Perspective"
Network for a New Political Economy, February 2021

"Public Law in Private Spaces: The Home as a Site of Political Action in the Domestic Workers Movement"
Berkeley Journal of Gender, Law, and Justice Conference, April 2018

"The New Law and Political Economy"
UC Berkeley Conference on Political Science and Political Economy, April 2018

Selected Media/Public Presentations and Appearances

ABA Labor & Employment Law Podcast, NLRB in Crisis, July 2025

Power at Work Podcast, July 2024

Roosevelt Institute Panel on the NLRB, April 2024

ACS Broken Law Podcast, September 2023

BAR ADMISSIONS

California and Texas; D.C. Circuit Court of Appeals; Northern District of California

SERVICE AND PROFESSIONAL ACTIVITIES

COSELL Conference Committee, 2025-present
Co-Chair, Law and Society Association Labor Rights Section, 2025-present
Editorial Board Member, Journal of Law and Political Economy, 2023-present
Peer Reviewer, Various Journals and Law Reviews (Harvard Law Review, University of Chicago Law Review, California Law Review, International Labor and Working-Class History, etc), 2023-present
Board Member, Hand-in-Hand Domestic Employer Organizing Network, 2023-present
Speaker, Law and Political Economy Project, Speakers Bureau, 2020-present
Anti-Harassment and Anti-Discrimination Policy Committee Member, Law and Society Association, 2019-20
Board Member and Constitution in the Classroom Coordinator, American Constitution Society, Bay Area Lawyer Chapter, 2012-15

Volunteer Mediator, SEEDS Conflict Resolution Center, 2014
AFL-CIO Lawyers Coordinating Committee, 2010-12
National Employment Lawyers Association, 2011-13
Civics Education Volunteer, Street Law, 2010-11
Civics Education Volunteer, Philadelphia Bar Advancing Civics Education Project, 2009-10