

## BETH SHULMAN

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### WORK HISTORY

*Consultant, 2000-present.* Co-chairs the Fairness Initiative on Low-Wage Work, a project to increase public awareness about the problems of low-wage work and the need for policy change to improve low-wage jobs and supports for low-wage workers and their families. She is also a Senior Fellow at Demos. She speaks throughout the country and lectures at conferences and universities on the economy for everyday Americans, the need for a new social contract, the American Dream, low-wage work, inequality and opportunity in America, workplace issues, business-labor relations, work/family conflicts in the workplace, strengthening the middle class, employment discrimination and the role of unions in our society.

*International Vice President, Executive Board Member, and Director of the Health Care, Insurance, Finance, and Professional Employees Division, United Food and Commercial Workers International Union, 1987-2000.* As Executive Board member and Vice President, developed policies, goals and strategies for 1.4 million-member private sector union with membership throughout the United States and Canada. As Director of the Union's Health Care, Insurance, Finance, and Professional Employees Division, managed and coordinated collective bargaining, organizing, and lobbying efforts for 150,000 workers within Division. Served as the sole U.S. union representative in the international bank and insurance trade sections of FIET, the International Federation of Commercial, Clerical, Professional and Technical Employees.

*Adjunct Professor, George Washington University School of Business* Course topics included the impact of environmental, consumer, antitrust, international, labor, employment, business torts, and contract law on business, as well as the policy implications of the various laws on business, workers, and consumers.

*Executive Assistant to the Director Central Region, Cincinnati, Ohio, United Food and Commercial Workers International Union, 1985-1987.* Coordinated union organizing and assisted in collective bargaining in retail food, food processing, health care and drug store industries in Indiana, Kentucky, Ohio, and Michigan.

*Assistant General Counsel, United Food and Commercial Workers International Union, 1976-1985.* Served as national counsel for union and union membership concerning legal issues involving National Labor Relations Act, Landrum-Griffin, Fair

Labor Standards Act, ERISA, Title VII, privacy issues, and OSHA. Litigated before National Labor Relations Board, U.S. District Courts, U.S. Courts of Appeals, state courts, and administrative agencies in furtherance of union's positions.

*Associate, Ratner, Sugarman, Lucas, Salky and Henderson, Memphis, Tennessee, 1975-1976.*

Prepared and litigated cases relating to employment discrimination and school desegregation for this prominent civil rights firm, which specialized in employment discrimination on behalf of women and minorities, school desegregation and other civil rights and constitutional issues.

*Law Clerk, U.S. District Judge Robert McRae, Jr. of the Western District of Tennessee, 1974-1975.* Prepared recommendations on all preliminary motions before the U.S. District Court. Assisted with Judge's research and preparation for trial and decisions in cases which were before the Court.

## **EDUCATION**

J.D., Georgetown Law Center, 1971-1974

B.A., University of California at Los Angeles, 1967-1971

## **PROFESSIONAL ACTIVITIES AND BOARDS**

*Board Chair, National Employment Law Project, 2006-present*

*Board Member, Center for Economic and Policy Research- 2009-present*

*Board Member, American Rights at Work, 2005-present*

*Board Member, Wider Opportunities for Women, 2007-present*

*Board Member, Financial Markets Center, 1996-present, a non-profit organization that pursues strategies to make financial markets more understandable and fair to middle and lower-income Americans.*

*Board Member, Ayuda, 2002-2008, a non-profit organization that advocates for the legal and human rights of low-income Latino and other immigrants in the Washington DC area and provides direct assistance on immigration and domestic violence to the immigrant community.*

*Board Member, Perry School Community Center, 2003-2008, a non-profit organization that provides social services, arts, education and health services to low-income community in Washington DC.*

*Member, Domestic Strategy Group, Aspen Institute, 1997-2001, an Aspen Institute*

group whose objective is to bring together ideologically and professionally diverse cross-section of American leaders to examine and have an impact on the key social challenges facing the United States.

*Board of Trustees, National Policy Association (formerly National Planning Association), 1998-2000*, a non-profit organization which brings together representatives from business, labor, agriculture and academia to help formulate and reach consensus on solutions to social and economic problems facing this country.

*Executive Board Member, Industrial Relations Research Association, 1997-2000*, an association of representatives from labor, management, government, and academia focused on industrial relations and human resources issues.

*Member, President's Advisory Council for School to Work Opportunities, 1996-2000*, a council which develops strategies for advancing the School-to-Work Opportunities Act of 1994 and works to improve educational and economic opportunities for all Americans.

*Executive Committee Member, Committee on New American Realities of National Policy Association, 1996-2000*, a committee which consists of representatives from labor, management and academia, concentrating on issues involving U.S. macroeconomic strategies, workplace preparedness and labor-business relations in an attempt to find joint solutions.

*Advisory Committee Member, Emily's List, 1995-2000*, the leading organization raising money and giving technical assistance to women candidates for political office throughout the United States.

*Executive Committee Member, Department of Professional Employees, AFL-CIO, 1995-1999*, a department which focuses on the issues facing professional workers in the changing economy.

*Screening Committee Member, Women's Legal Defense Fund, 1990-1993*, a committee which determined what cases the Women's Legal Defense Fund would take on behalf of women in the employment and family areas of the law and helped develop strategies for comprehensive litigation in these areas.

*Executive Board Member, Cincinnati Industrial Relations Research Association, 1984-1985*, an association which brings labor and management together to concentrate on issues relating to worker-management relations and the workplace.

*Member, Developing Labor Law Committee of the American Bar Association, 1976-1978*, a committee of management and labor lawyers and academics which look at the emerging issues in the field of labor law.

## **PUBLICATIONS**

## **Books, Book Chapters and Articles**

Upcoming book, *A Good Jobs Nation* with Paul Osterman

*The Betrayal of Work: How Low-Wage Jobs Fail Thirty Million Americans and their Families*, The New Press, September 2003.

"Making Work Pay," *Ending Poverty in America: How to Restore the American Dream*, Senator John Edwards editor, (The New Press, New York, 2007),

"The Reality of Working Americans," *Policy and Practice*, American Public Human Services Association, October 2008

"A New Social Contract: Restoring Dignity and Balance to the Economy," *EPI Briefing Paper*, May, 16, 2007

"Sweating the Golden Years," *The Wilson Quarterly*, Spring 2006

"Looking Back, Looking Forward, A Forum," *The Nation*, December 2, 2004

"Low-Wage Work-America's Broken Promise," *Poverty & Race Research Action Council*, May/June 2004 Volume 13: Number 3

"Witness to the Betrayal," *Mother Jones* Interview, February 23, 2004

"Working and Poor in the USA," *The Nation*, February 9, 2004

"Downward Mobility," An Interview, PBS Now Politics and Economy, October 24, 2003

"Exploding Myths about the Poor," *Fortune* Q and A, September 29, 2003

"The Story of Thirty-Five Million Workers in Low-Wage Jobs," in *Sociology: Windows on Society*, Sixth Edition, Robert H. Lauer and Jeanette C. Lauer, eds. Los Angeles, Roxbury Publishing Company, 2002

"Down and Out in America," *New Labor Forum*, Fall/Winter 2002

"Working Without a Social Contract-The Story of Thirty-Five Million Workers in Low-Wage Jobs," *Perspectives on Work*, Journal of the Industrial Relations Research Association, Volume 4 Number 1, 2000

"Yes, Unions," *The American Prospect*, November-December 1996

"Rebuilding the Forgotten Alliance," *Harvard Trade Union Program Alumni Association News*, Fall 1996

## Op-eds

"Make Paid Sick Days Universal, Pro: Flu Sufferers Belong in Bed, Not in the Cafeteria," *Businessweek.com*, December 18, 2008,

"Election Day in U.S. Should be a Holiday," *The Philadelphia Inquirer*, November 4, 2008,

"Punishing Workers Who Must Work Part-Time," *Huffington Press*, June 12, 2008

"Labor Day's Meaning," Letter to the Editor, *The New York Times*, September 3, 2007,

"Retirement Insecurity," *TomPaine.com*, April 24, 2006

"Robin Hood in Reverse," *TomPaine.com*, October 24, 2005

"Trickling Up," *TomPaine.com*, September 23, 2005,

"Bring Home the Davis-Bacon," *TomPaine.com*, September 14, 2005

"Gunning for College," *TomPaine.com*, August 13, 2005

"Getting That Higher Wage," *TomPaine.com*, July 25, 2007

"As Goes Walmart," *TomPaine.com*, May 3, 2005

"Oprah Society," *TomPaine.com*, April 12, 2005

"Rewarding 'Unskilled' Workers" *The Washington Post*, September 6, 2004

"Workers' Fate is in Governor's Hands" *Los Angeles Times*, September 3, 2004

"Make Work Pay in Florida" *Orlando Sentinel*, August 19, 2004

"Rewarding 'Unskilled' Workers," *The Washington Post*, September 6, 2004

"Workers' Fate Is in Governor's Hands," *Los Angeles Times*, September 3, 2004

"Solution is Raises, Benefits, Unions," *The Atlanta Journal-Constitution*, February 29, 2004

"Four Myths, 30 Million Potential Votes," *The Washington Post*, August 17, 2003

## **PROFESSIONAL PRESENTATIONS**

“Squeezed, Strapped and Trapped: The Costly Reality of the American Dream,” Southern Illinois University, 2009

“Creating a Good Jobs Economy,” Tacoma Community College, 2008

“The American Dream and the Social Contract,” Labor and Employment Relations Association, National Policy Forum, 2007

“Next Steps in Providing Benefits to Low-Wage Workers,” Urban Institute, 2007

“A New Social Contract: Restoring Dignity and Balance to the Economy,” Economic Policy Institute’s Shared Prosperity Forum, 2007

“Poverty and Social Inclusion” Mobility Agenda Conference 2007

“What Kind of Jobs Can Young People Expect in Today’s Economy?” Hudson Community College, 2007

“Austerity vs. Investment,” Take Back America Conference, 2007

“In the Name of Freedom: An Assault on America’s Families,” Failure of Conservatism Conference, American Prospect and Campaign for America’s Future, 2007

“A New Social Contract: Restoring Dignity and Balance to the Economy,” Economic Policy Institute Forum on Broadly Shared Prosperity, 2007

“Reducing the Number of People Trapped in Poverty,” Women’s Leadership Summit, United Way, 2006

“Minimum Wage: The Way Forward in the States,” Center for American Progress, 2006

“How to Improve Low-Wage Jobs,” Kansas Conference on Poverty, 2006

“Creating Family Sustaining Jobs in the 21<sup>st</sup> Century-Does the Right to Organize Matter,” Labor and Employment Relations Association- 2006

“A Middle Class Society?” Grassroots and Groundwork Conference, 2006

“Creating a Middle Class Society,” Take Back America Conference, 2005

“Low-Wage Jobs: A Women’s Issue”, Aquinas College, 2004

“The Middle Class Squeeze, Moving Beyond Rhetoric, Drum Major Institute, 2004

“The Challenges of Low-Wage Work in America,” Keystone Research Center, 2004

“Jobs and Growth: Making the Economy Work for Working People,” Take Back America Conference, 2004

“Low-Wage Work in America,” Keynote Address Women Employed 31<sup>st</sup> Anniversary Luncheon, 2004

“Low-Wage Work-What We Should Do,” Corporate Voices for Working Families Annual Meeting, 2004

“Low-Wage Work and the Need for Change,” Keynote Speech New York State Labor Religion Coalition Conference, 2004

“The Future of Work,” George Mason University Cultural Studies Program Annual Conference-A New World of Work, 2004

“Inequality in America,” The National League of Cities, March 2004

“Options to Improve Low-Wage Work,” Brookings Institution, 2004

Low-Wage Work and the Living Wage Campaign,” Swarthmore College, 2004

“Low-Wage Work”, The National Housing Conference, keynote speaker, 2004

“Is the Glass Ceiling a Permanent Fixture?” Congressional Briefing, 2003

“The End of Poverty and the Role of Unions,” The Brookings Institution, 2002

“The Global Working Poor,” Jewish Funders Network International Conference, 2002

“Frontiers of Legal Thought: The Law and Social Policy of Work and Family,” American University, Washington College of Law, February 2003

“Low-Wage Work,” The Nathan Cummings Foundation, May 2001

“The Future Workforce and the Challenges and Opportunities Facing Employers and Workers,” Work and Future Society: Making Work Work for All Americans, Aspen Institute Domestic Strategy Group, June 2000

“Sharing Prosperity: What Works,” Interactive Roundtable Discussion, U.S. Congress, Hosted by Representative Martin Olav Sabo, June, 2000

“Addressing the Work and Family Concerns of Low-Wage Workers,” Work and Family

National Policy Forum, Industrial Relations Research Association, June, 2000

“Renewing the Social Contract,” 14<sup>th</sup> Annual Rhode Island Conference on Labor-Management Relations, November, 1999

“Contingent Work: Pseudo-Flexibility at the Price of Job Security,” New Paradigm Symposia, Institute for Women and Work, Cornell University, 1999



"Theory, Policy and Practice: Collective Bargaining Developments in the 1990s," Industrial Relations Research Association, Allied Social Science Association Meeting, 1999

"Better Understanding the New Employee/Employer Relationship," Domestic Strategy Group, Aspen Institute, 1998

"Through a Glass Darkly-Labor Relations in the 21st Century," Industrial Relations Research Association, National Conference, 1997

"Creating Good Jobs and Good Wages," Domestic Strategy Group, Aspen Institute, 1997

"A Change at Work: The Restructuring of the U.S. Economy and Its Implications for Education and Training," The National Center for Postsecondary Improvement Policy Seminar, 1997

"The Role of Unions in Today's Society," Guest Lecturer, Department of Management Science, School of Business and Public Management, George Washington University Business School, 1997

"State of Labor Relations," Alabama Bar Association Labor Section, 1996

"An Overview of the Finance Industry: Organizing and Bargaining Strategies," Harvard Trade Union Program, Harvard University, 1996

"Changes in the Health Care Industry and its Impact on Health Care Workers,"@ Guest Lecturer, School of Business and Public Management, George Washington University Business School, 1996

"The Changes in the Insurance and Banking Industries in the United States and its Impact on American Workers," Banking and Insurance Conference of the International Federation of Commercial, Clerical and Professional and Technical Employees, 1995

"Back to the Future: The Challenge Ahead for Liberals," Opening Plenary Session, Americans for Democratic Action Convention, 1995

"Successful Approaches to Greater Labor-Management Cooperation," U.S./Japan Symposium on Human Resource Development Preparing for the 21st Century, U.S. Labor Department and Japan Labor Ministry, Washington, D.C., 1994

"Alternate Forms of Dispute Resolution at the Workplace and in the Application of Employment Laws," Testimony before The Commission on the Future of Worker-Management Relations, 1994

"Fostering Cooperative Labor-Management Relationships,"@ UAW-Chrysler Staff Development Conference, 1994

"The U.S. System of Workplace Representation: Is it Broken? How Should We Fix it? Why Should We Bother?" Industrial Relations Research Association, Washington D.C., 1993

"Impact of Bank Mergers on Employees," Testimony before the Banking, Finance and Urban Affairs Committee, U.S. House of Representatives, 1991

"Successful Organizing Strategies," Twenty-Third Annual Pacific Coast Labor Law Conference, Seattle, Washington, 1990

"Health and Safety Hazards in the Hair Care Industry," National Association of Boards of Barber Examiners of America, 1989

"Employment Discrimination Laws Impacting Women in the Workplace," Women's Leadership Conference, 1988

"Trends in Employment Discrimination Law," Federal Bar Association, 1987

"Mandatory Subjects of Bargaining Impasse, Waiver of Bargaining Rights and Deferral to Arbitration-The Board's Decisions and its Impact on Collective Bargaining and the Relationship Between the Employer and the Union,@ Industrial Relations Research Association Conference, 1986

## **MEDIA APPEARANCES**

*Oprah, The News Hour, PBS Now with Bill Moyers, PBS Now, CNN's Lou Dobbs Tonight, CNN's In the Money, CNNfn, ABC World News Tonight, NPR's Talk of the Nation, Marketplace, All Things Considered, WAMU, Kojo Nnamdi Show* and other radio shows throughout the country.-