

VEENA DUBAL

PROFESSOR OF LAW · UNIVERSITY OF CALIFORNIA, HASTINGS COLLEGE OF THE LAW

EDUCATION

Ph.D., University of California, Berkeley, 2014, Jurisprudence & Social Policy

J.D., University of California, Berkeley School of Law, 2006

B.A. (with honors), Stanford University, 2003, International Relations

ACADEMIC & PROFESSIONAL POSITIONS

Residential Fellow, Center for Advanced Study in the Behavioral Sciences, Stanford University, Stanford, CA, 2022-2023

Harry & Lillian Hastings Research Chair, University of California, Hastings College of the Law, San Francisco, CA, 2020-Present

Professor of Law, University of California, Hastings College of the Law, San Francisco, CA, 2020-Present

Associate Professor of Law, University of California, Hastings College of the Law, San Francisco, CA, 2015-2020

Post-Doctoral Fellow, Stanford University, Stanford, CA, 2014-2015

Staff Attorney, Asian Law Caucus, San Francisco, CA, 2009-2012

Berkeley Law Foundation Fellow, Asian Law Caucus, San Francisco, CA, 2008-2009

TEACHING & RESEARCH INTERESTS

Employment Law

Employment Discrimination Law

Labor Law

Contract Law

Civil Procedure

Critical Race Theory

ACADEMIC PUBLICATIONS

P14. The New Racial Wage Code. 15 HARVARD LAW & POLICY REVIEW 511 (2022).

P13. Essentially Dispossessed. 121 SOUTH ATLANTIC QUARTERLY 285 (2022).

P12. Entrepreneurial Opportunity or Racial Injustice? Understanding the Third Category of Worker. THE REGULATORY REVIEW. Spring 2022.

P11. Sectoral Bargaining Reforms: Proceed with Caution. 31 NEW LABOR FORUM 11 (2021).

- P10. *Economic Security & the Regulation of Gig Work in California: From AB5 to Prop 22*. 13 EUROPEAN LABOR LAW JOURNAL 51 (2021).
- P9. Book Review of *Union by Law: Filipino American Labor Activists, Rights Radicalism, & Racial Capitalism*. By Michael McCann & George I. Lovell. 55 LAW & SOCIETY REVIEW 521 (2021).
- P8. *An Uber Ambivalence: Employee Status, Workers Perspectives, & Regulation in the Gig Economy*, in BEYOND THE ALGORITHM QUALITATIVE INSIGHTS FOR REGULATING GIG WORK. (Deepa Das Acevedo ed., 2020).
- P7. *The Time Politics of Digital Piecework*. 2020 CENTER ON ETHICS JOURNAL 50 (2020). Translated into Portuguese & re-published in *Teoria Jurídica Contemporânea* (Brazilian Journal of Contemporary Legal Theory).
- P6. *Disrupting Regulation, Regulating Disruption: The Politics of Uber in the United States*. 16 PERSPECTIVES ON POLITICS 919 (2018). (co-authored with Ruth Collier & Christopher Carter)
- P5. *Influenza Mandates & Religious Accommodation: Avoiding Legal Pitfalls*. 46 JOURNAL OF LAW & MEDICAL ETHICS 756 (2018). (co-authored with Dorit Reiss Rubenstein)
- P4. *Wage-Slave or Entrepreneur? Contesting the Dualism of Legal Worker Categories*. 105 CALIFORNIA LAW REVIEW 65 (2017).
- P3. *The Drive to Precarity: A Political History of Work, Regulation, & Labor Advocacy in San Francisco's Taxi & Uber Economies*. 38 BERKELEY JOURNAL OF EMPLOYMENT & LABOR LAW 73 (2017).
- P2. *Winning the Battle, Losing the War? Assessing the Impact of Misclassification Litigation on Workers in the Gig Economy*. 2017 WISCONSIN LAW REVIEW 739 (2017).
- P1. *Labor Platforms & Gig Work: The Failure to Regulate in the U.S.* IRLE Working Paper 106-117. (2017). (co-authored with Ruth Collier & Christopher Carter)

WORKS IN PROGRESS

On Algorithmic Wage Discrimination (Law Review Article).

Machinery of Dispossession: Work, Innovation Governance, & the Unmaking of San Francisco (Book Manuscript).

SELECT ESSAYS & PUBLIC WRITING

On Being Essentially Dispossessed. LAW AND POLITICAL ECONOMY BLOG. Nov. 3, 2022.

A Response to NFIB v. Department of Labor. LAW & POLITICAL ECONOMY BLOG. Jan. 26, 2022.

Gig Workers are Employees, Start Treating Them That Way. N.Y. TIMES. Jan. 18, 2021. (with Juliet Schor).

Those in Power Won't Give Up Willingly. ONE ZERO. Nov. 5, 2020. (with Meredith Whittaker).

Why Uber & Lyft are Taking a Page Out of Big Tobacco's Playbook in Labor Law Battle. THE GUARDIAN. Sept. 11, 2020

The Expansion of Mass Surveillance to Stop the Coronavirus Should Worry Us All. THE GUARDIAN. April 18, 2020.

A Brief History of the Gig. LOGIC MAGAZINE. Issue 10. May 2020.

Uber Drivers are Being Forced to Choose Between Risking Covid-19 or Starvation. THE GUARDIAN. Mar. 25, 2020.

Uber's New Loan Program Could Trap Drivers in Cycles of Crushing Debt. THE GUARDIAN. Dec. 5, 2019.

AB5: Regulating the Gig Economy is Good for Workers & Democracy. AMERICAN CONSTITUTIONAL SOCIETY EXPERT FORUM. Sept. 24, 2019.

Let's Follow California's Lead & Regulate Companies Like Uber. THE GUARDIAN. Sept. 19, 2019.

Law & the Future of Gig Work in California: Problems & Potentials Part II. ONLABOR. Sept. 10, 2019. (with Sanjukta Paul).

Law & the Future of Gig Work in California: Problems & Potentials Part I. ONLABOR. Sept. 9, 2019. (with Sanjukta Paul).

Google as Landlord: A Looming Feudal Nightmare. THE GUARDIAN. July 11, 2019.

Gig Worker Organizing for Solidarity Unions. LAW & POLITICAL ECONOMY BLOG. June 19, 2019.

Solidarity Unionism Versus Company Unionism in the Gig Economy. LAW & POLITICAL ECONOMY BLOG. June 18, 2019.

San Francisco was Right to Ban Facial Recognition: Surveillance is a Real Danger. THE GUARDIAN. May 30, 2019.

Why the Uber Strike was a Triumph. SLATE. May 20, 2019.

The Digitalization of Day Labor as Gig Work. ONLABOR. May 7, 2019.

Who Stands Between You & AI Dystopia? These Google Activists. THE GUARDIAN. May 3, 2019.

The Courts Decided Gig Workers are Covered by Wage & Overtime Laws. Now Bosses are Trying to Evade the Laws. LOS ANGELES TIMES. Aug. 2018.

Rulemaking as Structural Violence. LAW & POLITICAL ECONOMY BLOG. June 2018.

Bandit Cabs Are Bad for Drivers & Passengers. SAN FRANCISCO CHRONICLE. Aug. 20, 2013.

GRANTS & FELLOWSHIP AWARDS

Ford Foundation Grant for Fairwork Project with Co-PI Professor Mark Graham, 2021-2023

Center for Research on Social Change Graduate Fellowship, University of California, Berkeley, 2012-2014

Center for Research on Race & Gender Grant, University of California, Berkeley, 2013
Berkeley Empirical Legal Studies Fellowship, University of California, Berkeley, 2012-2013
Fulbright IIE Fellowship for Research in India, 2007-2008
Fulbright Critical Language Enhancement Award for Hindi/Urdu, 2007-2008
Mentored Research Grant, University of California, Berkeley, 2006-2007
Foreign Language & Area Studies Fellowship, University of California, Berkeley, 2006-2007

PROFESSIONAL AWARDS

Michael Zimmer Memorial Award, Colloquium on Scholarship in Employment & Labor Law, 2019
Geoffrey Hazard Junior Faculty Research Award, University of California, Hastings College of the Law, 2019, 2020, 2021
Outstanding Contribution to Hastings Award, 2017, 2018
Attorney Honoree of the Year, Bay Area Association of Muslim Lawyers, 2011
Unity Award, Minority Bar Association, 2009
Public Interest Attorney of the Year, South Asian Bar Association of Northern California, 2009

SELECT PRESENTATIONS

On Algorithmic Wage Discrimination, Critical Conversations Series, School of Communication and Multimedia Studies, Florida Atlantic University, Oct. 2022.
Panelist, *State of the Unions*, American Sociological Association Annual Conference, Los Angeles, CA, Aug. 2022.
The Dialectics of Race in Gig Work, Black Rage: Suppression, Cooptation, & Transformation Change Panel, Law & Society Association Conference, Lisbon, Portugal, July 2022.
Data Abolition for Fair Work, Oxford i-Manage Conference, Oxford, England, June 2022.
Can Tech be Ethical? Future Societies, Collision Conference, Toronto, June 2022.
Keynote, ANAMATRA (Associação Nacional dos Magistrados da Justiça do Trabalho) Conference, Porto de Galhinas, Brazil, May 2022.
The New Racial Wage Code, Center for the Study of Law & Society Speaker Series, University of California, Berkeley School of Law, April 2022.
Panelist, *Technological Advancement & Growth/Stagnation*, Technology & Society in the Next Generation, Roosevelt House, CUNY, April 2022.
The New Racial Wage Code, Critical Approaches to Law Workshop, University of Toronto, Mar. 2022.

Discussant, *Which Social Protections for Platform Workers?* Platform Labor in Urban Spaces Conference, Europe, Mar. 2022.

The New Racial Wage Code, Statutory Schemes to Address Structural Inequalities, Public Law & Inequality Conference, Australian National University, Feb. 2022.

The Future of Digitalization & Automation in the Transportation Sector. European Transport Workers Federation Annual Meeting, Sept. 2021.

The New Racial Wage Code, Labor Law Research Network Conference, Poland, May 2021.

The Racial Violence of Innovation Governance, Journal of Law & Political Economy Racial Capitalism Symposium, May 19, 2021.

Panelist, *Technology & Social Justice*, Illinois Institute of Technology, April 20, 2021.

The New Racial Wage Code. University of Michigan Faculty Symposium, Mar. 25, 2021.

Panelist, *How Tech Workers Can Whistleblow*. AI Now Institute, New York University, Mar. 25, 2021.

AB5 to Prop 22. WageIndicator Reshaping Work Conference, Amsterdam, The Netherlands, Mar. 2021.

Panelist, *Industrial Work, Gig Work, & Work at the Margins*. Ohio State University Law Journal Symposium “No Worker is Disposable,” Mar. 26, 2021.

When Your Boss is an Algorithm. EmTech Digital Conference, MIT Technology Review’s Annual Conference, Mar. 25, 2021.

Gig Worker Organizing in the Pandemic. Essential to Work: Achieving a Just Workers’ Bill of Rights Panel. Northeastern University Law Review Symposium: “The Many Faces of Health Symposium,” Mar. 19, 2021.

Keynote, *The New Racial Wage Code*. Center for Digital Ethics & Policy Annual International Symposium, April 19, 2021.

Keynote, *The New Racial Wage Code*. Leuven University (Belgium), Workshop on Technology and Philosophy, Feb. 17, 2021.

Gig Worker Organizing in the Covid19 Pandemic. Race & Economic (In)Justice—Past, Present, Future Panel at the Southwestern Law Review 2021 Symposium, “Widening the Lens of Justice,” Feb. 5, 2021.

Gig Worker Regulation in California: From AB5 to Prop 22. European Center for Expertise Annual Conference, Jan. 2021.

Gig Worker Organizing in the Pandemic: A Case Study of Essential Workers in California. Labor Relations & Employment Law Panel. The Association of American Law Schools Annual Conference, Jan. 2021.

Panelist, *Prop 22: What Happened in California & Why Women’s Advocates Should Care*. National Women’s Law Center Webinar, Dec. 2020.

Uber, Lyft, & the Future of Gig Work in California. Berkeley Center for Law & Technology Speaker Series, Oct. 2020.

Digital Piecework. Technology & the Crisis of Work. *Dissent* Fall Issue Launch Event, Oct. 2020.

Employment as Coercion. Jurisprudence of Distribution Workshop, Sept. 2020.

Panelist, *Pandemic & Unrest: Emerging Legal Issues & Re-imagining the Future*. Golden Gate University School of Law Lunchtime Series, Sept. 2020.

Keynote, *From AB5 to Prop 22*, Annual California Employment Lawyers Association Conference, Sept. 2020.

Gig Worker Organizing in the Pandemic, Mundane Precarity Panel, American Sociology Association Annual Conference, Aug. 2020.

Panelist, *Who's the Boss Now? Building Worker Power in the Age of Apps & Insecure Work*, Netroots Nation, Aug. 2020.

Labor & Employment Law: A Conversation. Mapping U.S. Law & Political Economy Series, Law & Political Economy Project, July 2020.

Surveillance Is Not a Social Good: Technocapital, Public Health, & the Pandemic. Center for Ethics, University of Toronto, June 2020.

The Time Politics of Digital Piecework. The Future of Work in the Age of Automation & AI Symposium, University of Toronto, May 2020.

Panelist, Countertechnologies at the Edgelands Conference, University of California, San Diego, Feb. 2020.

An Uber Ambivalence: Employee Status, Worker Perspectives, & Regulation in the Gig Economy, Ohio State School of Law, Faculty Colloquium. Feb. 2020.

The Drive to Precarity. Keynote, Indiana Journal of Law & Social Equality Symposium: Social Equality in the "Sharing Economy," Feb. 2020.

An Uber Ambivalence: Employee Status, Worker Perspectives, & Regulation in the Gig Economy. University of Colorado School of Law, Faculty Colloquium, Nov. 2019.

Rule-making as Structural Violence: Taxis, Debt & Death in San Francisco. Journal of Law & Political Economy Workshop, University of Buffalo, State University of New York, Oct. 2019.

Panelist, Stanford Digital Society Conference, Stanford University, Oct. 2019.

An Uber Ambivalence: Employee Status, Worker Perspectives, & Regulation in the Gig Economy. University of California, Hastings College of Law, Faculty Colloquium, Oct. 2019.

Keynote, AI Now Symposium; New York University, Oct. 2019.

The Platform as Satanic Mill: Digital Work, Solidarities, & Law. Colloquium on Scholarship on Employment & Labor Law; Las Vegas, Oct. 2019.

The Platform as Satanic Mill: Digital Work, Solidarities, & Law. Law & Work Conference at Princeton University's Program in Law & Political Affairs, April 2019.

The Platform as Satanic Mill: Digital Work, Solidarities, & Law. Georgetown University Technology Law & Policy Colloquium, April 2019.

Reimagining Labor Law & Worker Solidarities in the Digital Economy. Symposium on Technological Issues & Social Change at the Max Planck Institute for Societal Issues, Cologne, Germany, Mar. 2019.

Legal Scholarship & Ethnography. Law & Political Economy & Cross-Disciplinary Methods Conference at Yale Law School, Jan. 2019.

History of Contract Labor, Litigation, & Dynamex. Tech Worker Coalition Learning Club, Dec. 2018.

Driving Alone: Collective (In)Action of Uber Drivers in the U.S. Workers & Firms in the Platform Economy. INAPP Public Policy Innovation (Italian Labor Ministry), Rome, Italy, June 2018.

Winning the Battle, Losing the War. Panel: Immigrant Entrepreneurs & Law. Law & Society Association Annual Meeting, Toronto, Canada, June 2018.

An Uber Ambivalence. Panel: Law, Work, & Inequalities. Law & Society Association Annual Meeting, Toronto, Canada, June 2018.

Driving Alone: Collective (In)Action of Uber Drivers in the U.S. Panel: Gig Work Across the Globe. International Sociological Association Annual Conference, Toronto, Canada, July 2018.

Labor Platforms & Gig Work: The Failure to Regulate. Seattle University School of Law, Faculty Colloquium, Oct. 2018.

Driven to Precarity: Workers in a Taxi to Uber Economy. Center for Ethics, Law, & Society Faculty Colloquium, Sonoma State University, Oct. 2018.

Labor Platforms as Liberation: Algorithmic Governance & Cooperative Possibilities. New Scholars Panel: Law & Technology. Southeastern Association of Law Schools Annual Conference, Boca Raton, FL, Aug. 2017.

The Drive to Precarity: A Political History of Work, Labor Advocacy in San Francisco's Taxi & Uber Economies. Labour Law Research Network Annual Conference, University of Toronto, June 2017.

Labor Platforms as Liberation: Algorithmic Governance & Cooperative Possibilities. Connected Futures & Future Humans, Northeastern University, May 1, 2017.

Law & Worker Status in the Platform Economy. Law of the Platform, 21st Annual Berkeley Center for Law & Technology Symposium, University of California, Berkeley School of Law, April 2017.

An Uber Ambivalence: Worker Status in Gig Economy Labor Movements. Panel: Classifying Workers in the "Sharing" & "Gig" Economy, Association of American Law Schools 111th Annual Conference, San Francisco, Jan. 2017.

Uber as a Case Study (co-presented with Ruth Collier). The Politics of Work & Welfare in the Platform Economy, Radcliffe Institute, Harvard University, Dec. 2016.

Politics of Uber Regulation (co-presented with Ruth Collier). Conference on Platform Economies, Watson Institute on International Studies, Brown University, Sept. 2016.

Wage Slave or Entrepreneur, Society for the Advancement of Socio-Economics Annual Conference, June 2016.

An Uber-Ambivalence: The Role of Employment Status in Worker Collectivities, Law & Society Association Annual Conference, June 2016.

Discussant, *Citizenship, Law, & the Gig Economy*, Law & Society Association Annual Conference, June 2016.

Demise of Community Policing, Symposium on Race & the Criminal Justice System, Santa Clara University School of Law, April 2016.

Wage-Slave or Entrepreneur, Faculty Workshop, University of San Francisco School of Law, April 2016.

Panelist, *The Devolution of Work*, Berkeley Journal of Employment & Labor Law Symposium: Workers in the New Tech Economy, Feb. 2016.

Panelist, *Blurring the Line: Workers in the New Tech Economy*, University of California, Hastings College of the Law, Feb. 2016.

Law, Interpretation, & Ethnography, American Association of Law Schools Annual Conference, Jan. 2016.

Wage-Slave or Entrepreneur, Matrix, University of California, Berkeley, Oct. 2015.

A Critical Perspective on Misclassification Litigation, Critical Race Theory & Empirical Methods, University of Wisconsin at Madison, Oct. 2015.

Driving Freedom, Navigating Neoliberalism, Law & Society Association Annual Conference, June 2014.

The Demise of Community Policing in the Post 9/11 Context, Faculty Intellectual Enrichment Lecture, University of California at Davis School of Law, April 2014.

Breaking Barriers: Low Wage Workers in Asian American Communities, Asian American Law Journal & Berkeley Journal of Labor & Employment Law Co-Sponsored Lecture, University of California, Berkeley School of Law, Oct. 2013.

Precarity, Freedom, & Legal Identities in the Taxi Industry, Labor & Employment Law Colloquium, Boyd School of Law, University of Nevada at Las Vegas, Sept. 2013.

Putting the 'Community' Back in Community Policing in the Post 9/11 Context: A Case Study of Lawyers Using Local Government to Resist the F.B.I. Ruth Chance Lecture, University of California, Berkeley School of Law, Sept. 2013.

The Last Cowboy: Freedom, Flexibility, & Myths of Legal Identity in the San Francisco Taxi Industry, Law & Society Association Conference, June 2013.

Keynote, *Day of Remembrance: From 9066-9/11*, Nikkei Student Union, University of California, Berkeley, Feb. 2013.

Reigns of Freedom & Flexibility in San Francisco's Taxicab Industry, American Anthropological Association Annual Conference, Nov. 2012.

Why We Should Be Skeptical of the No-Fly List: A Case Study of Rahinah Ibrahim, Stanford Law School American Constitutional Society, April 2012.

Universalizing Universal Jurisdiction? Advancing Human Rights & Ending Impunity through Domestic Courts, Shakings Conference, Stanford Law School, Oct. 2011.

Islamophobia Production & Re-Defining the Global Security Agenda, Center for Race & Gender, University of California, Berkeley, April 2011.

Keynote, *Women in Law*, Minami Fellowship Foundation Dinner, Feb. 2011.

Panelist, *First Annual Korematsu Day Commemoration*, University of California, Hastings College of the Law, Jan. 2011.

Re-imagining Race through Law: Terrorism Litigation Post-9/11, Asian American Studies Conference, April 2007.

UNIVERSITY SERVICE

Advisor, Work Law Concentration, University of California, Hastings College of the Law, San Francisco, CA. 2019-Present

Member, Faculty Misconduct Committee, University of California, Hastings College of the Law, San Francisco, CA. 2021-Present

Member, Disqualifications Committee, University of California, Hastings College of the Law, San Francisco, CA. 2020-2021.

Member, Placements & Clerkships Committee, University of California, Hastings College of the Law, San Francisco, CA. 2018-2019

Faculty Mentor, Legal Education Opportunities Program, University of California, Hastings College of the Law, San Francisco, CA. 2017-Present

Member, Curriculum Committee, University of California, Hastings College of the Law, San Francisco, CA 2017-2018

Member, Academic Standards Committee, University of California, Hastings College of the Law, San Francisco, CA 2016-2017

Member, Curriculum Committee, University of California, Hastings College of the Law, San Francisco, CA, 2015-2016

Member, Commencement Committee, University of California, Hastings College of the Law, San Francisco, CA, 2015-2016

COMMUNITY SERVICE

Board Member, Gravel Institute, 2021-Present

Board Member, Massachusetts is Not for Sale, 2021-2022

Pro-Bono Consultant, Massachusetts Attorney General, 2021-Present

Expert, Transatlantic Expert Group on the Future of Work, German Marshall Fund of the United States, 2021-Present

Academic Advisory Board Member, Open Market Institute, 2020-Present

Advisory Board Member, Markaz Resource Center, Stanford University, 2013-2015

Commissioner, City of Berkeley Police Review Commission, Berkeley, CA, 2012-2013

Public Interest Committee Chair, North American South Asian Bar Association, 2011-2015

Board Member, Berkeley Law Foundation, Berkeley, CA, 2011-2015

Secretary of Board, DataCenter, Oakland, CA, 2009-2011

Steering Committee Member, Fred Korematsu Institute for Civil Rights & Education, San Francisco, CA, 2008-2011

Civil Rights Chair, South Asian Bar Association of Northern California, 2009-2011

MEDIA

My research & commentary are regularly featured in the national & international media. The following is a non-exhaustive list of major news outlets & podcasts that have cited to my expertise: *New York Times*, *Wall Street Journal*, *Washington Post*, *CNN*, *Time Magazine*, *Financial Times*, *The Guardian*, *The Los Angeles Times*, *Wired*, *MarketWatch*, *TechCrunch*, *The Nation*, *The Intercept*, *The Information*, *Vox*, *Politico*, *Slate*, *If/Then Technology Podcast*, *Democracy Now*, *CBC*, *ArsTechnica*, *USA Today*, *Christian Science Monitor*, *Times of India*, *Al Jazeera America*, *California Report*, *KQED-NPR*, *KPFA*, *CBS*, *East Bay Express*, *San Francisco Examiner*, *San Francisco Chronicle*, *San Francisco Bay Guardian*, *Mother Jones*, *The Nib*, *The Oregonian*, *The Huffington Post*, *MarketWatch*, *India Abroad*, *Indian Express*, *India West*, *Sing Tao Daily*, *The Siliconeer*, *Radical AI Podcast*, *Tech Won't Save Us Podcast*.

