
Alison F. Dickson, MUPP

University of Illinois at Urbana-Champaign
 School of Labor and Employment Relations
 Labor Education Program
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Education

<i>PhD – University of Illinois at Chicago</i>	<i>In Progress</i>
Urban Planning and Policy, Economic Development concentration	
 <i>MUPP - University of Illinois at Chicago</i>	 <i>2010</i>
Urban Planning and Policy, Economic Development concentration	
 <i>B.A. – The George Washington University</i>	 <i>2002</i>
International Affairs; International Economic Development Studies concentration	

Additional coursework

<i>Illinois Institute of Technology, Kent College of Law</i>	<i>2013</i>
Coursework in Employment Law	
 <i>University of California, Los Angeles, Luskin School of Public Affairs</i>	 <i>2007</i>
Coursework in Urban Planning	
 <i>School for International Training, Managua, Nicaragua, and Havana, Cuba</i>	 <i>2001</i>
Coursework in Economics and Political Science	

Academic employment

<i>Senior Instructor</i>	<i>2020-present</i>
University of Illinois at Urbana-Champaign School of Labor and Employment Relations – Labor Education Program	
 <i>Instructor</i>	 <i>2014-2020</i>
University of Illinois at Urbana-Champaign School of Labor and Employment Relations – Labor Education Program	

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Labor Education Specialist 2012-2014
University of Illinois at Urbana-Champaign
School of Labor and Employment Relations – Labor Education Program

Program Coordinator 2011-2012
University of Illinois at Urbana-Champaign
School of Labor and Employment Relations – Labor Education Program

Research Assistant; Survey Interviewer 2008-2010
University of Illinois at Chicago
College of Urban Planning and Policy – Center for Urban Economic Development

Fellowships, Awards and Grants

- Quality Jobs Pilot Award, Illinois Department of Labor and Illinois Department of Commerce and Economic Opportunity, 2024-2025 (\$250,000)
- Program Development Grant, Chicagoland Workforce Funders Alliance/Chicago community Trust, 2023-2025 (\$100,000)
- Job Quality Fellow, Aspen Institute Economic Opportunities Program, 2022-2023
- Program Development Grant, U.S. Department of Transportation, 2021 (\$20,000)
- Field Builder Award, Chicago Jobs Council, 2020
- Fellow, Aspen Institute Workforce Leadership Academy, Chicago, IL, 2019
- Excellence in Teaching Award, University of Illinois at Urbana-Champaign, 2019
- Program Development Grant, Chicago Teachers' Union Foundation, 2017 (\$40,000)
- Outstanding Presentation Award, Promoting the General Welfare Conference, University of Nebraska, Omaha, 2017

Adult extension courses developed and taught

“Workers’ rights and workforce development” for frontline staff and grant recipients of the Illinois Department of Labor, the Illinois Department of Commerce and Economic Security, and the Illinois Department of Human Services.

“COVID-19 and worker health and safety” for YWCA of Metro Chicago.

“Communities under attack: How past and current economic policies have led to increasing income inequalities in our communities” open enrollment course in Chicago and Champaign.

“Wage theft, temp labor and current trends in employment law policies” for frontline investigators and staff at the Illinois Department of Labor.

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“Labor and community organizing: Theories and methods” for graduate students in the UIC School of Public Health.

“Immigration and the labor movement” for United Steelworkers District 7.

“Introduccion a la union y desarrollo de liderazgo” for United Steel Workers District 7 (Spanish language).

“Introduction to workers’ rights in union and non-union construction trades” for highway construction careers pre-apprenticeship programs at South Suburban Community College, Rock Valley College, Blackhawk College, Kankakee Community College, Richland Community College, Illinois Central College, East St. Louis Community College, and Parkland Community College.

“Fighting employment discrimination” and “Workers’ rights in workforce development” train-the-trainer courses at Chicago Jobs Council.

“Protecting yourself against wage theft and other workers’ rights violations” for immigrant parent groups at Chicago Public Schools, tenant associations at Chicago public housing complexes, and Chicagoland non-profit organizations serving returning citizens, refugee populations, immigrant day laborers, and other at-risk populations.

“Employment discrimination and returning citizens” for Macon County Sherriff’s Department.

“Los derechos laborales y de los inmigrantes” and “Liderazgo” beginner and advanced level certificate courses for worker leader members of Centro de Trabajadores Unidos (Spanish language).

“Intro to workers’ rights for ABE-ESOL learners” for English-language learners in Certified Nursing Assistant bridge programs at Truman College.

“Intro to workers’ rights in specialized industries/occupations” for adult learners in CNC machinist, welding and culinary arts job-training programs at Chicagoland workforce development agencies.

Academic publications

Refereed articles:

Pratap, P.; **Dickson A.**; Love, M.; Zandoni, J.; Donato, C.; Flynn, M.A.; Schulte, P.A. (2021). Public Health Impacts of Underemployment and Unemployment in the United States: Exploring Perceptions, Gaps and Opportunities. *International Journal of Environmental Research and Public Health*. 18, 10021. [https:// doi.org/10.3390/ijerph181910021](https://doi.org/10.3390/ijerph181910021).

Bruno, Robert, Roland Zullo, Frank Manzo IV, and **Alison Dickson**. (2015). The Economic Effects of Adopting a Right-to-Work Law: Implications for Illinois. *Labor Studies Journal* (40)4: 319-361.

Applied research:

Dickson, Alison and Augustus Wood. (2023). “Chapter 1: The State of Tipped Work in Chicago - Findings from Surveys of Restaurant and Bar Employees in 2022.” In the City of Chicago Tipped Worker Report. Chicago Department of Business Affairs and Consumer Protection. <https://www.chicago.gov/content/dam/city/depts/bacp/OSL/coctippedworkereport20230928docx.pdf>

Bellisle, Dylan, **Alison Dickson**, Peter Fugiel, Lonnie Golden, Larissa Petrucci and Robert Bruno. (2022). “A Good Job, Not Just Any Job: Defining and Measuring Employment Quality in Illinois.” Project for Middle Class Renewal, School of Labor and Employment Relations, University of Illinois at Urbana-Champaign, Sept 1.

Dickson, Alison and Lonnie Golden. (2022). “Predictive Scheduling System Development for Railroad Workers - Literature Review.” U.S. Department of Transportation, Federal Rail Administration, January 7.

Dickson, Alison, Frank Manzo, Jill Gigstad, Emily Twarog and Robert Bruno. (2021). “The Child-Care Crisis in Illinois: A Survey of Working Mothers During the Covid-19 Pandemic.” Project for Middle Class Renewal, School of Labor and Employment Relations, University of Illinois at Urbana-Champaign, April 27.

Golden, Lonnie and **Alison Dickson**. (2020). “Precarious Times at Work: Detrimental Hours and Scheduling in Illinois and How Fair Workweek Policies Will Improve Workers’ Well-Being.” Project for Middle Class Renewal, School of Labor and Employment Relations, University of Illinois at Urbana-Champaign, December 9.

Han, JooHee, Jeni Hunnicutt, Dustin Lange, **Alison Dickson** and Robert Bruno. (2020). “Veterans in the Labor Market: Experiences of the Post-9/11 Generation. Project for Middle Class Renewal, School of Labor and Employment Relations, University of Illinois at Urbana-Champaign, November.

Pretap, Preethi L. R., **Alison Dickson**, Joseph Zanoni and Marsha Love. (2019). “Are underemployment and unemployment a public health problem? Exploring perceptions, health impacts, gaps, and current initiatives.” School of Public Health, University of Illinois at Chicago. December.

Dickson, Alison, Marsha Love, and Kaitlin McGovern. (2019). “Workers’ Rights in Workforce Development: The Successes and Struggles of Chicagoland Workforce Development

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Practitioners Pursuing Higher Job Quality.” Project for Middle Class Renewal, School of Labor and Employment Relations, University of Illinois at Urbana-Champaign, September 16.

Golden, Lonnie and **Alison Dickson**. 2019. “Scheduling Stability for More or Fewer Workers: A Project for Middle Class Renewal Brief.” Project for Middle Class Renewal, School of Labor and Employment Relations, University of Illinois at Urbana-Champaign, July 22.

Bruno, Robert and **Alison Dickson**. 2018. “Chicago Journeymen Plumbers Local Union 130 UA Joint Apprenticeship Committee Study of Apprenticeship Program, 2018.” School of Labor and Employment Relations, University of Illinois at Urbana-Champaign, July 11.

Dickson, Alison, Lonnie Golden and Robert Bruno. 2018. “Scheduling Stability: The Landscape of Work Schedules and Potential Gains from Fairer Workweeks in Illinois and Chicago.” Project for Middle Class Renewal, School of Labor and Employment Relations, University of Illinois at Urbana-Champaign, April 18.

Nolan, Lauren, **Alison Dickson**, Janet Smith and Robert Bruno. 2017. “The Impact of a Minimum Wage Increase on Housing Affordability in Illinois.” Project for Middle Class Renewal, School of Labor and Employment Relations, University of Illinois at Urbana-Champaign, October 24.

Dickson, Alison, Robert Bruno, and Emily E. LB. Twarog. 2015. “Shift-Work Shuffle: Flexibility and Instability for Chicago’s Chicago Fast Food Workforce.” Project for Middle Class Renewal, School of Labor and Employment Relations, University of Illinois at Urbana-Champaign, December.

Dickson, Alison, Michael Cornfield, and Robert Bruno. 2014. “Out-of-State Labor and the Illinois Preference Act.” Labor Education Program, School of Labor and Employment Relations, University of Illinois at Urbana-Champaign, December 1.

Dickson, Alison, Frank Manzo IV, Dale Belman, and Robert Bruno. 2013. “Weakened State: The Economic and Social Impacts of Repeal of the Prevailing Wage Law in Illinois.” Labor Education Program, School of Labor and Employment Relations, University of Illinois at Urbana-Champaign, October 7.

Manzo IV, Frank, Roland Zullo, Robert Bruno, and **Alison Dickson**. 2013. “The Economic Effects of Adopting a Right-to-Work Law: Implications for Illinois.” Labor Education Program, School of Labor and Employment Relations, University of Illinois at Urbana-Champaign, October 7.

Dickson, Alison, Frank Manzo IV, and Robert Bruno. 2013. “A Manufactured Myth: Why Claims of a “Skills Gap” in Illinois Manufacturing are Wrong.” Labor Education Program, School of Labor and Employment Relations, University of Illinois at Urbana-Champaign, Summer.

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Bruno, Robert, **Alison Dickson**, and Frank Manzo IV. 2012. "Clean Cars, Dirty Work: Worker Rights Violations in Chicago Car Washes." Labor Education Program, School of Labor and Employment Relations, University of Illinois at Urbana-Champaign, September 20.

Bruno, Robert, **Alison Dickson** and Frank Manzo IV. 2012. "Tough Times in the Terminals: Broken Laws and Substandard Working Conditions in Chicago's Airports." Labor Education Program, School of Labor and Employment Relations, University of Illinois at Urbana-Champaign, January.

Bruno, Robert and **Alison Dickson**. 2011. "Tax Increment Financing and Chicago Public Schools: A New Approach to Comprehending a Complex Relationship." Labor Education Program, School of Labor and Employment Relations, University of Illinois at Urbana-Champaign, December.

Avila-Hernandez, Lydia, Lidia Castelo, Andrea Contreras, and **Alison Dickson**. 2007. "The Right to Organize: A Feasibility Study for a Citywide Tenants' Union for Los Angeles." In *Fighting for a Right to the City: Collaborative Research to Support Community Organizing in L.A.* Luskin School of Public Affairs, University of California at Los Angeles.

Curriculum development:

Dickson, Alison. 2022. *Greater Lawndale Loteria - A Worker Justice-Themed Card Game* (accompanying card narrative booklet). Center for Healthy Work, School for Public Health, University of Illinois at Chicago, July 1.

Dickson, Alison, Marsha Love and Suzanne Davenport. 2019. *Workers' Rights for Workforce Development – 3rd Edition*. Project for Middle Class Renewal, School of Labor and Employment Relations, University of Illinois at Urbana-Champaign, October 30.

Dickson, Alison, Marsha Love and Suzanne Davenport. 2017. *Workers' Rights for Workforce Development – 2nd Edition*. Project for Middle Class Renewal, School of Labor and Employment Relations, University of Illinois at Urbana-Champaign, January 1.

Dickson, Alison, Marsha Love and Suzanne Davenport. 2015. *Workers' Rights for Workforce Development – Illinois Edition*. Project for Middle Class Renewal, School of Labor and Employment Relations, University of Illinois at Urbana-Champaign, December 1.

Peer reviewer:

2022. MIT Press.

2020. *Labor Studies Journal*.

2020. *Social Forces*.

2014. *Labor Studies Journal*.

Media work

- “How the Kroger-Albertsons Merger Could Affect Its Workers.” *WBEZ Chicago* (radio interview), November 8, 2022.
- “Gig Workers Push for Employment Protections, Classification Change.” *Chicago Tonight, WTTW* (TV interview), October 18, 2022.
- “The Grim Reality of Wage Theft: Cook County Workers Continue to be Mislead.” *La Raza*, December 5, 2020.
- “Chicago McDonald’s Workers Sue Fast-Food Chain, Allege it Failed to Protect Them From Violent Incidents at Restaurants.” *The 21st* (radio interview), December 4, 2020.
- “Employers and Workers Battle over Chicago’s Proposed Predictable Scheduling Law. ‘You Never Know What Your Paycheck is going to be like.’” *Chicago Tribune*, April 9, 2019.
- “Impulsan Ordenanza para Regular la Asignación de Horarios Laborales en Chicago.” *Univision* (TV interview), April 3, 2019.
- “Will Chicago be the Next Big City to Pass a Predictive Scheduling Law?” *National Law Review*, November 6, 2018.
- “Stable, Predictable Work Schedules Elusive for Many Illinois Workers.” *Illinois News Bureau*. June 22, 2018.
- “Reporte de UIC Detalle El Problema con los Horarios Laborales.” *Univision* (TV interview), May 10, 2018.
- “Car Wash Workers: Owner Took Their Tips, Said They Were His.” *In These Times*, January 21, 2016.
- “The ‘Skills Gap’ Myth in Manufacturing.” *The Toledo Blade*, February 16, 2014.
- “Chicago Anti-Wage Theft Ordinance.” *Crain’s Chicago Business*, May 29, 2013.
- “Trabajadores Enfrentan el Robo de Salario en los Carwashes.” *La Opinión*. September 26, 2012.
- “Dirty Car Wash Work Detailed: Low Pay, Long Hours.” *Chicago Tribune*. September 21, 2012.
- “New Report Reveals the Filth of Chicago’s Car Wash Industry.” *In These Times*, September 21, 2012.
- Radio interview on car wash worker study. *WBEZ/NPR All Things Considered* (Radio interview), September 20, 2012.
- “Reporte Detalle el Robo de Salario en los Autolavados.” *Telemundo Chicago* (TV interview), September 20, 2012.
- “Analyst Gauges Housing Market Boom.” *PBS News Hour with Jim Lehrer* (TV interview), May 17, 2005.

LER service

- Committee Member, Post-Doc Search, Project for Middle Class Renewal, UIUC, 2015, 2017-2019, 2021, 2023
- Committee Member, Soderstrom Day Committee, LER, UIUC, 2019-2020
- Committee Member, Faculty Search, LER, UIUC, 2017, 2019
- Committee Member, Raymond Pasnick Scholarship Selection Committee, 2012-2017

Professional service

- Board Member, UIC Center for Healthy Work's Internal Advisory Board, 2021-present
- Committee Member, Inter-Agency Protecting Workers Working Group, 2020-2023
- Committee Member, AFSCME Family Scholarship Selection Committee, 2011-2021
- Technical Advisor, Healthy Work Collaborative, School of Public Health, UIC, 2018-present
- Interpreter, Midwest Women's Summer School, Chicago, IL, July 2015
- Workshop Facilitator, Consulate of El Salvador, Chicago, IL, 2013-2017

Expert talks and testimony

"The State of Tipped Work in Chicago: Findings from Surveys of Restaurant and Bar Employees in 2022." Cook County Board of Commissioners Subject Matter Hearing, April 11 2024 (Testimony).

"The State of Tipped Work in Chicago: Findings from Surveys of Restaurant and Bar Employees in 2022." Illinois House Labor Committee Subject Matter Hearing, April 1 2024 (Testimony).

"Scheduling Stability: The Landscape of Work Schedules and Potential Gains from Fairer Workweeks in Evanston." Evanston City Council Human Services Committee, February 6 2023 (Testimony).

"Opportunities to Advance Worker Power and Voice: Research and Teaching on Behalf of Illinois' Workforce." Illinois Department of Labor Community Roundtable, December 1 2021.

"The Future of Work and an Employment Quality Index for Illinois." Governor J.B. Pritzker's Illinois Future of Work Taskforce, October 25 2021.

"The Future of Work." New Illinois Leadership Onboarding Challenge, University of Illinois at Urbana-Champaign, September 16 2021.

"Wage Theft and Employee Misclassification in Illinois." Illinois Senate Labor Committee Hearing, Chicago, IL, July 18 2019 (Testimony).

"Scheduling Stability: The Landscape of Work Schedules and Potential Gains from Fairer Workweeks in Chicago." Chicago City Council Workforce Development Committee, April 4 2019 (Testimony).

"Social Determinants: Workers' Rights and Health." Chicago Department of Public Health All-Staff Retreat, August 9 2018.

"Precarious Work and its Implications for Illinois." Healthy Work Collaborative Phase I, UIC School of Public Health, May 15 2018.

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“Scheduling Stability: The Landscape of Work Schedules and Potential Gains from Fairer Workweeks in Illinois.” Joint Illinois House and Senate Labor Committee Subject Matter Hearing, Springfield, IL, May 9 2018 (Testimony).

“Workers’ Rights for Workforce Development.” Promoting the General Welfare Conference, William Brenner Institute for Labor Studies at the University of Nebraska, Omaha, March 11 2017.

“The Impacts of Right-to-Work Legislation and Repeal of Prevailing Wages on the Illinois Economy.” Joint Illinois Statewide Building Trades and Illinois Prevailing Wage Council Meeting, Burr Ridge, IL, April 2014.

“Study Methodologies and Research Findings from Survey of Car Wash Work in Chicago.” University of Illinois Occupational and Environmental Health and Safety Education and Research Center, February 2013.

“Wage Theft and Working Conditions in Chicago Car Washes.” Chicago City Council, January 2013 (Testimony).

Other presentations and conferences

“Chicago Tipped Worker Study Findings.” Midwest Economics Association, Chicago, IL, March 23 2024.

“Job Quality: Metrics, Disparities and Implications for Improving Worker Outcomes.” Eighth Regulating for Decent Work Conference, ILO Headquarters, Geneva, Switzerland, July 10-12 2023.

“Job Quality: Metrics, Disparities and Implications for Improving Worker Outcomes.” Labor and Employment Relations Conference, Detroit, MI, June 2023.

“Precarious Times at Work: Detrimental Hours and Scheduling in Illinois and How Fair Workweek Will Improve Workers’ Well-Being.” LERA/ASSA Meeting (virtual), January 4 2021.

“Health Impacts of Underemployment and Unemployment: Exploring Perspectives, Gaps and Opportunities for Research and Practice.” American Public Health Association Conference, San Francisco, CA, October 24-28, 2020 (invited).

“Fair Workweeks for All!” EARN Conference, Pittsburgh, PA, October 4, 2019.

“The Civilian Work Experiences of a Post-9/11 Military Connected Cohort.” Labor and Employment Relations Conference, Cleveland, OH, June 2018 (invited).

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“2019 Chicago/Illinois/US Labor and Employment Law Landscape for Precarious Working Conditions.” Healthy Work Collaborative Phase II, UIC School of Public Health, May 15, 2019.

“Workers’ Rights for Workforce Development.” United Way Worldwide – Department of Labor Engagement webinar, November 15, 2018 (Webinar).

“Scheduling Stability: The Landscape of Work Schedules and Potential Gains from Fairer Workweeks in Illinois and Chicago.” Labor and Employment Relations Conference, Baltimore, MD, June 2018.

“Scheduling Stability: The Landscape of Work Schedules and Potential Gains from Fairer Workweeks in Illinois and Chicago.” United Association of Labor Educators Conference, Seattle, WA, April 2018.

“Minimum Wage Increases and Housing Affordability in Illinois.” Labor and Employment Relations Conference, Anaheim, CA, June 2017.

“Connecting Workers’ Rights to Workforce Development.” Heartland Alliance Human Capital Conference, Chicago, IL, October 27, 2016.

“Workers’ Rights for Workforce Development Train-the-Trainer Model in Chicago.” Labor and Research Action Network National Conference, Chicago, IL, June 2016.

“Partnering to Connect Workers’ Rights to Workforce Development Programming: A Chicago Story.” National Council de la Raza Workforce Development Conference, Las Vegas, NV, May 2016.

“Workers’ Rights for Workforce Development.” National Council for Workforce Education Conference, Chicago, IL, October 2015.

“Employment Discrimination and Post-9/11 Veterans of the U.S. Armed Forces”. United Association of Labor Educators Conference, Orlando, FL, April 2015.

“The Effects of Right-to-Work Laws on Construction Employment.” Labor and Employment Relations Conference, Portland, OR, June 2014.

“Another Park of Being Job Ready: A Webinar on Worker Rights Education in Workforce Development.” Aspen Institute, Workforce Strategies Initiative webinar, September 2013 (Webinar).

“Working Conditions and Worker Organizing in Chicago Car Washes” Labor and Employment Relations Conference, St. Louis, MO, June 2013.

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“Workplace Rights and Employment Laws for Older Workers.” Easter Seals webinar, March 2013 (Webinar).

“Clean Cars, Dirty Work: Worker Exploitation in Chicagoland and Southern California Car Washes.” United Association of Labor Educators Conference, Pittsburgh, PA, March 2012.

Professional experience

Deputy Executive Director; Organizing/Outreach Director – Affordable Housing Programs
Coalition for Economic Survival, Los Angeles, CA 2004-2007

Lead Organizer 2004
ACORN, Columbus, OH

Field Organizer 2003
Service Employees International Union (SEIU) District 1199 West Virginia, Ohio, Kentucky

Congressional Intern 1999-2000
Congresswoman Cynthia McKinney, Washington, DC

Other professional development

National Safety Council 2012
OSHA 511 – *Occupational Health and Safety Standards for General Industry (OSHA 30)*

Chicago Jobs Council, Frontline Focus Training Institute
Trauma Informed Care Train the Trainer 2018
Helping Clients with Low Literacy 2013

Organizational memberships

NTFC-IFT-AFT, Local 6546
Labor and Employee Relations Association
United Association for Labor Education
Labor Council for Latin American Advancement