

John Kallas
504 E. Armory Avenue
Champaign, IL 61820
jkallas@illinois.edu | 914-874-3339

ACADEMIC EMPLOYMENT

University of Illinois School of Labor and Employment Relations Assistant Professor	January 2024- Present
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EDUCATION

Cornell University School of Industrial and Labor Relations (ILR) Ph.D. Labor Relations	December 2023
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Cornell University School of Industrial and Labor Relations (ILR) M.S. Labor Relations	August 2020
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Oberlin College B.A. Politics (High-Honors) and History	May 2014
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JOURNAL ARTICLES

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. (2023). An overview of US workers' current organizing efforts and collective actions. *Work and Occupations*, 50(3).
<https://doi.org/10.1177/07308884231168793>.

Bensson-Ravunniarath, M., Ringel, J. B., Avgar, A., Wiggins, F., Lee, A., McDonald, M. V., Guerrero, L. R., **Kallas, J.**, Gusoff, G., Shen, M., Tseng, E., Dell, N., Czaja, S., Lindquist, L. A., & Sterling, M. R. (2023). Having a say matters: The association between home health aides' voice and job satisfaction. *Risk Management and Healthcare Policy*, 16, 1791-1800.

Kallas, J.*, Park, D.*, & Aleks, R.* (2023). Breaking the deadlock: How union and employer tactics affect first contract achievement. *Industrial Relations Journal*, 54(3), 223-241.
<https://doi.org/10.1111/irj.12399>.

Kallas, J., Sterling, M. R., Ajayi, O., Mulroy, E., Kuo, E., Ming, J., Dell, N., & Avgar, A. C. (2023). Making a bad situation worse: Examining the challenges facing rural home care workers. *Journal of Applied Gerontology*, 42(4), 768-775. <https://doi.org/10.1177/07334648221134793>.

Ming, J., Kuo, E., Go, K., Tseng, E., **Kallas, J.**, Vashistha, A., Sterling, M., & Dell, N. (2023). 'I go beyond and beyond': Examining the invisible work of home health aides. *Proc. ACM Hum.-Comput. Interact.* 7, CSCW1, Article 59. <https://doi.org/10.1145/3579492>.

Kallas, J. (2023). Retooling militancy: Labour revitalization and fixed-duration strikes. *British Journal of Industrial Relations*, 61(1), 68-88. <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*, 23(10), 1621-1626. <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. Under review.

Kallas, J. An emerging typology of strikes in the United States. Manuscript preparation.

Kallas, J. Examining strikes, social identity, and outcomes on the Starbucks union campaign. Data analysis.

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

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

REVIEWS AND REPORTS

Kallas, J., Ritchie, K., & Friedman, E. "Labor Action Tracker: Annual Report 2022." *ILR School*. Retrieved from <https://www.ilr.cornell.edu/faculty-and-research/labor-action-tracker-2022>.

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://mitsloan.mit.edu/institute->

work-and-employment-research/new-report-u-s-workers-organizing-efforts-and-collective-actions.

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 AND FELLOWSHIPS

2022-2023	Doctoral Grant, Washington Center for Equitable Growth, \$15,000
2022	Research Travel Grant, Cornell University Graduate School, \$2,000
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
2017-2018	Eleanor Emerson Fellowship, Cornell University ILR School

CONFERENCE PRESENTATIONS

Towards a typology of strikes in the United States. Paper presented at the XX ISA World Congress of Sociology. Online Participation. June 2023.

Towards a typology of strikes in the United States. Paper presented at the 75th Labor and Employment Relations Meeting. Detroit, Michigan. June 2023.

What if you mobilize effectively and still do not win? Examining the role of bargaining power in shaping strike outcomes. Paper presented at the World Health Organization's Fifth Global Forum on Human Resources for Health. Online Participation. April 2023.

What If you do everything right and still don't win? Examining the role of employer power in shaping strike outcomes. Paper presented at CRIMT's 2022 Conference. Online Participation. October 2022.

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 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

Organizing and Strikes by Hospital-Based Healthcare Workers. In Assistant Professor Yiran Zhang's course "The Law of Care Work: A Writing Seminar." Cornell University. Ithaca, New York. October 2023.

Introducing the ILR Labor Action Tracker. Presented at the Lender Center for Social Justice's event "Labor's Revival: Unions and the Struggle for Racial and Economic Justice." Syracuse University. Syracuse, New York. October 2022.

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." Online. 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. Online. 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-Fall 2023.

Ariel Avgar, 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

Lind, K. (2024, Jan 10). “Q&A: Johnnie Kallas of Cornell’s Labor Action Tracker on the labor beat in 2024.” *Columbia Journalism Review*. Retrieved from https://www.cjr.org/the_media_today/qa_johnnie_kallas_labor_beat_cornell.php.

Rascoe, A. (2023, Dec 31). “The Sunday story: Year of the union.” *NPR*. Retrieved from <https://www.npr.org/transcripts/1198910000>.

Smith-Schoenwalder, C. (2023, Dec 28). “Why were there so many strikes in 2023?” *U.S. News & World Report*. Retrieved from <https://www.usnews.com/news/national-news/articles/2023-12-28/why-were-there-so-many-strikes-in-2023-and-what-does-it-mean-for-2024>.

Gooch, K. (2023, Dec 4). “Why 2023 has been the year of labor strikes.” *Becker’s Hospital Review*. Retrieved from <https://www.beckershospitalreview.com/hr/why-2023-has-been-the-year-of-labor-strikes.html>.

Jamieson, D. (2023, Dec 2). “New unions have won historical elections. Winning first contracts is even harder.” *Huffington Post*. Retrieved from https://www.huffpost.com/entry/new-unions-won-historic-elections-but-first-contracts-harder_n_656a26fbe4b028b0f3d0196a.

Kaye, D. (2023, Oct 28). “Why workers are resorting to more strikes this year to pressure companies.” *NPR*. Retrieved from <https://www.npr.org/2023/10/28/1209109868/strikes-largest-number-unions-labor-historical-uaw>.

Jamieson, D. (2023, Oct 21). “Workers are striking in numbers not seen in years.” *Huffington Post*. Retrieved from https://www.huffpost.com/entry/strike-workers-labor-statistics-data_n_6532f78de4b011a9cf799ac8.

Dickler, J. (2023, Oct 9). “Why so many workers are striking in 2023: ‘Strikes can often be contagious,’ says expert.” *CNBC*. Retrieved from https://www.cNBC.com/2023/10/09/from-uaw-to-wga-heres-why-so-many-workers-are-on-strike-this-year.html?__source=sharebar%7Ctwitter&par=sharebar.

Fernandez, B. (2023, Sept 27). “Pro take: The Fed is bringing inflation down, but workers still fear losing ground.” *The Wall Street Journal*. Retrieved from <https://www.wsj.com/articles/pro-take-the-fed-is-bringing-inflation-down-but-workers-still-fear-losing-ground-df3027a7>.

Carino, M. M. (2023, Sept 14). “For some striking workers, small can be mighty.” *Marketplace*. Retrieved from <https://www.marketplace.org/2023/09/14/for-some-striking-workers-small-can-be-mighty/>.

Dean, S. (2023, Aug 11). "Corporate greed, low unemployment, housing crisis: That's the recipe for hot labor summer." *Los Angeles Times*. Retrieved from <https://www.latimes.com/business/story/2023-08-11/strikes-unions-hot-labor-summer-los-angeles>.

Isidore, C. (2023, March 25). "The three-day LA school strike is over. But get used to short, disruptive strikes like it." *CNN*. Retrieved from <https://www.cnn.com/2023/03/25/business/la-school-strike-growing-trend/index.html>.

Rainey, R., Moore, D. (2023, February 27). "Punching In: DOL sets goal to get 'good jobs' to the South." *Bloomberg Law*. Retrieved from https://www.bloomberglaw.com/bloomberglawnews/daily-labor-report/X52CDF20000000?bna_news_filter=daily-labor-report#jcite.

Toussaint, K. (2023, February 22). "4 million days of strikes: Why so many workers walked out in 2022." *Fast Company*. Retrieved from <https://www.fastcompany.com/90853814/4-million-days-of-strikes-why-so-many-workers-walked-out-in-2022>.

Doan, L. (2023, February 21). "Strikes up 50% in 2022, with workers exerting leverage in tight labor market." *CBS News*. Retrieved from <https://www.cbsnews.com/news/strikes-2022-workers-exert-leverage/>.

Ostrow, T. (2023, February 16). "Nurses struck in droves in 2022. This year will be no different." *The Real News Network*. Retrieved from <https://therealnews.com/nurses-struck-in-droves-in-2022-this-year-will-be-no-different>.

Peck, E. (2022, December 19). "Worker strikes surged in 2022." *Axios*. Retrieved from <https://www.axios.com/2022/12/19/worker-strikes-surged-in-2022>.

Potts, M. (2022, December 9). "Americans Generally Support Unions – And Averting a Rail Strike." *FiveThirtyEight*. Retrieved from <https://fivethirtyeight.com/features/americans-generally-support-unions-and-averting-a-rail-strike/>.

Sainato, M. (2022, September 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, September 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, February 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, December 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, November 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, November 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, October 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, October 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, October 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-signalstremendoussacrifice-workers-say-it-has-been-long-n1281615>.

Samuels, A. (2021, October 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

Labor and Employment Relations Association (LERA)

Labor Research Action Network (LRAN)
American Sociological Association (ASA)