

COSELL 2025
Seton Hall Law School
Celebrating 20 Years of Excellence in Work Law Scholarship

FRIDAY, SEPTEMBER 19 (*ALL TIMES EDT)

7:45 a.m. REGISTRATION AND BREAKFAST – Law School Atrium

8:20 a.m. WELCOME– Law School Atrium

- Jenny-Brook Condon, Associate Dean for Faculty Affairs, Seton Hall Law School
- Doron Dorfman and Tim Glynn, Conference Co-Organizers

8:45 – 10:25 a.m. GROUP 1

PANEL A: Competition and Market Power –DeCotiis Law Moot Courtroom

- Rachel Arnow-Richman, *Noncompetes Florida Style*
- Aneil Kovvali, *Labor Market Competition and Collaboration*
- Pascal McDougall, *Regulating Jobs*
- Samantha Prince, *The Power that Binds: Handcuffing American Workers*

Moderator: Matt Bodie

PANEL B: Challenging Categories and Classifications – Room 270

- Dan Lewerenz, *The Enacted Purposes Canon and the Regulation of Indian Tribes as Employers*
- Steven Willborn, *Equality Law v. Discrimination Law*
- Sarah Winsberg, *Before “Employment”*
- Yiran Zhang, *Family Caregiving as Work?*

Moderator: Courtlyn Roser-Jones

PANEL C: Expanding Labor Law’s Scope – Faculty Library

- Andrew Elmore, *Power and Mobility in Temp Work*
- Jonathan Iwry, *The Right to Say No: A 21st Factor in Worker Classification*
- Cesar Rosado, *From the Margins to the Citadel: How Domestic Workers Can Help Us Reimagine Workers’ Rights*

Moderator: Gali Racabi

10:25 – 10:40 a.m. BREAK – Coffee and Snacks, Third Floor Landing

10:40 a.m. – 12:20 p.m. GROUP 2

PANEL A: Accommodations – DeCotiis Law Moot Courtroom

- Yaron Covo and Doron Dorfman, *Accommodation-Accommodation Tradeoffs*
- Jeannette Cox, *Disability Justice and the Revival of Religious Accommodations*
- Dallan Flake, *No Jab, No Job: Assessing the Religious Sincerity of Covid-19 Exemption Seekers*

Moderator: D’Andra Shu

PANEL B: Information Access, Data Uses, and Privacy – Room 270

- Charlotte Alexander, *De Facto Sealing*
- Richard Bales, *Algorithmic Geographical Employment Discrimination in China and the U.S.*
- Matthew Bodie, *Interests, Rights, and Remedies in Employee Data*
- Arianne Renan Barzilay, *Making Rights Unequal: Working Time Law in a Time-Blended Workforce*

Moderator: Liz Tippet

PANEL C: Interdisciplinary Labor Law – Faculty Library

- Kate Andrias, *Abundance and Labor*
- Greg Baltz, *Landlord-Tenant Collective Bargaining: The Lessons and Limits of the Labor Law Analogy*
- Louis Cholden-Brown, *Worker Justice: Labor Juries and the Contestation of Legal Authority*
- Alvin Velazquez, *Bankrupting Labor Power*

Moderator: Jeff Hirsch

12:20–1:20 p.m. LUNCH – Rodino Reading Room

1:20 – 2:40 p.m. GROUP 3

PANEL A: Pregnancy, Disclosure, and Accommodations – Room 370

- Madeleine Gyory, *Reproductive Privacy at Work*
- Heidi Liu, *Outsider Workplace Advice*
- Deborah Widiss, *Laboring: Pregnancy, Work, and the Law in America*

Moderator: Nicole Porter

PANEL B: Negotiations and Dispute Resolution – Room 271

- Ariana Levinson, *Union Co-op Negotiations, CBAs, and Implications*
- Sameera (Mangena) Meadows, *Labor Arbitration as (Workplace) Democracy*
- Ryan Nelson, *Pre-Arbitral Red Tape*

Moderator: Alia Al-Khatib

PANEL C: Reinvigorating Antidiscrimination and Privacy Protections – Room 372

- Tristin Green, *The Business of Discrimination*
- Shirley Lin, *Disparate Impact Redux*
- Seema Patel, *Unique Privacy Harms Resulting from Datafication of Low-Wage Workers*

Moderator: Marcia McCormick

2:40 – 2:55 p.m. BREAK – Coffee and Snacks, Third Floor Landing

2:55 – 4:15 p.m. GROUP 4

PANEL A: Gender and Family – Room 370

- Josh Blecher-Cohen, *Employer Policies as Family Law*
- Keith Cunningham-Parmeter, *Preferential Hiring for Men*
- Suzanne Kim, *Work Families*

Moderator: Laura Kessler

PANEL B: Labor Law Models for Reform – Room 271

- Miriam Cherry, *Digital Work and Deceptive AI*

- Fred Jacob, *Ensuring that the Unitary Executive Doesn't Create a Secondary Citizen: Due Process at the NLRB*
- Andrew Ziaja, *Labor Law's Resilience*

Moderator: Cesar Rosado

PANEL C: Worker Empowerment and Justice – Room 372

- Shefali Milczarek-Desai, *Moving Beyond Worker Rights to Worker Justice*
- Ann Juliano, *From Clapping Erasers To Hauling Goal Posts: The Labor and Employment Implications of Manual Labor as School Discipline*
- Jennifer Lee, *Legislative Advocacy & Low-Wage Worker Movements*

Moderator: Marcy Karin

4:20 – 5:40 p.m. GROUP 5

PANEL A: Anti-DEI and Antidiscrimination Law – Room 372

- Michael Green, *Reversing Reconstruction Reverse Discrimination*
- Joni Hersch, *DEI Training and Title VII*
- Nicole Porter, *#MeToo vs. Anti-DEI*

Moderator: Deb Widiss

PANEL B: Under-Explored Antidiscrimination Categories: Color, Dress, and Criminal Records – Room 271

- Colton Cronin, *The Future of Color Discrimination Protection Under Title VII*
- Benjamin Pyle, *The Impact of Occupational Restriction on the Justice-Involved and Their Families*
- Rhonda Reaves, *The Right of Self-Presentation at Work*

Moderator: Daiquiri Steele

PANEL C: Recent Decisions and the Future of Labor Law – Room 370

- Roberto Corrada, *SEC v. Jarkesy and the Potential Threat to NLRB Adjudication*
- Jordan Laris Cohen, *Antidiscrimination Law Against Labor*
- Anne Lofaso, *The NLRB in Loper Bright's World*

Moderator: Rachel Arnov-Richman

RECEPTION AND DINNER

5:40 – 6:30 p.m. Cocktail Reception and Networking Event – Law School Atrium

6:30 – 6:40 p.m. Group Photo – Law School Atrium

6:45 – 8:45 p.m. Dinner and Program (Including Awards Ceremony) – Rodino Reading Room

SATURDAY, SEPTEMBER 20

8:00 – 9:00: BREAKFAST – Law School Atrium

9:00 – 10:20 a.m. GROUP 6

PANEL A: Remote Work and Digital Spaces – Room 270

- Chiara Cristofolini, *Digital Labor Unionism in the Making: Comparative Insights from the US and Italy*
- Llezlie L. Green, *Democratic Erosion in Frontline Courts*
- D’Andra Shu, *Lessons Learned? Covid’s Continued Impact on Remote Work Disability Accommodations*

Moderator: Doron Dorfman

PANEL B: Retaliation – Room 272

- Andrea Johnson, *The Era of Systemic Retaliation?*
- Daiquiri Steele, *Retaliation: A Business Decision*
- Noah Zatz, *Retaliation, Nonaccommodation, and Disruption Rights*

Moderator: Madeleine Gyory

10:20 – 10:35 a.m. BREAK – Coffee and Snacks, Third Floor Landing

10:35 a.m. – 12:15 p.m. GROUP 7

PANEL A: Expanding Work Law Accountability – Room 270

- Hamsa Ebrahim, *The Evolution of Employee Protection in Egypt: Comparing Labor Law No. 14 of 2025 with Labor Law No. 12 of 2003*
- Sachin Pandya, *On Aiding-Abetting Liability in U.S. Work Law*
- Ebony Ray, *Remedying Mental Injuries at Work*
- Elizabeth Tippet, *Liability for Software that Causes or Contributes to Employment Law Violations*

Moderator: Tim Glynn

PANEL B: Work Law Under the Trump Administration – Room 272

- Catherine Fisk, *Democracy and the Civil Service*
- Courtlyn Roser-Jones, *Picking Away at Pickering: Modern Constitutional Protections for Teaching and Research at Public Institutions*
- Gali Racabi, *Masters to Managers, Managers to Presidents*
- Joseph Slater, *The Current Crisis in Federal-Sector Labor Relations*

Moderator: Andrew Elmore

12:15 p.m. BOX LUNCHES WILL BE AVAILABLE – Law School Atrium