

2025 Section Annual Report: Part 1 for Labor and Labor Movements

Introduction

Annual reports are used by the Sections Committee to assess the health of a Section, measure the Section's vitality, and identify processes, programs, or initiatives that could serve as a model for other Sections. In addition, they serve to provide institutional memory, socialize new Section leaders, and promote transparency to Section members.

This annual report covers the period of Section activity from September 2024 to August 2025 and a fiscal year from January 2025 to December 2025. This report is shared publicly.

Section Governance

Provide details of your Section's governance activity during the period between September 2024 and August 2025.

Business Meeting

Copy and paste below (or attach separately) the agenda and draft/approved meeting minutes from the Section business meeting which include a count of members present and summary of decisions made at this meeting. Minutes are not a transcript of proceedings, but a listing of what discussions took place and official actions taken.

**ASA 2025 LLM Business Meeting Minutes
Swissotel, Floor: Concourse Level, Zurich B
Chicago, IL**

Council Members Present: Jeff Sallaz, Gretchen Purser, Ellen Reese, Pablo Gaston, Todd Rachon, Peter Ikeler

30 additional attendees were present

Agenda:

1. Introductory remarks
2. Section Updates
3. Planning Ahead
4. Committee Volunteers
5. Awards of 2024

Meeting Called to Order at 3:00PM by Chair Jeff Sallaz

1. Introductory remarks (Jeff)

Jeff offered thanks to the following council members as they "move through":

Erin Hatton (finishing as past-Chair)
Jeff Sallaz (moving from Chair to past-Chair);
Gretchen Purser (finishing final year on Council)
Todd Vachon (finishing as secretary/treasurer)

Welcome was given to new members as they "move in"

Barry Eidlin (Chair-Elect)
Andrew Wolf (moving on to Council)
Peter Ikeler (new Secretary/Treasurer)

Jeff reminded attendees about our Section Reception:

2. Section Updates (Jeff, Todd)

- The following membership numbers were announced to the attendees:
 - We are at 347 as of 7/1/2025
 - For context, at 356 at same time in 2023, 349 in 2024.
 - 400 is the “key number” to get an additional ASA session.
 - We last hit this # in 2018 (pre-pandemic, at 408); our decline 2018-25 of 13% has mirrored broader decline in ASA membership 2018-25 of 11,500 to 9,300 (19%).
- LLM section at a glance (2024 numbers)
 1. Student members are 31% (ASA as a whole is 31%)
 2. Gender is 44% female identified (ASA is 53%); 46% male (ASA is 37%), 4% non-binary (ASA is 4%)
 3. Racial/ethnic identity is:
 1. White 52% (ASA is 51%);
 2. Asian/Asian-American 20% (ASA is 15%)
 3. Hispanic/Latino(a) 8% (ASA is 7%);
 4. Multiple Selected 9% (ASA is 8%)
 5. African-American 3% (ASA is 9%);
 6. MENA/SWANA 2% (ASA is 2%);
 7. Native American is 0% (ASA is 0.2%);

-Budget Report: Todd reported that the section currently has reserves of approximately \$700.

3. Planning Ahead (Jeff)

- 2025-26 Awards calls were previewed:
 - Late October
 - Usual line-up: Book, Article, Student Paper, Clawson Award.
- 2025-26 Committee Volunteers!
 - Sign-up sheet was passed around

5. Awards of 2025; congrats! (Jeff, Committee Heads announced the awards below)

Student Paper Award

Luis E. Tenorio, "Work after lawful status: formerly undocumented immigrants' gendered relational legal consciousness and workplace claims-making," *Law & Society Review* (2024), 58, 383–414

Honorable mentions:

Clem Aeppli, "Firm segregation and the structure of American racial earnings inequality" (work in progress)

Theodore Wiggin, "Weaponizing the Workplace: How Algorithmic Management Shaped Amazon's Antiunion Campaign in Bessemer, Alabama," *Socius* (2025), 11: 1-27.

Committee: Ellen Reese (chair), Katia Pilati, Pablo Perez-Ahumada, Katy Habr, Emily Ruppel

Scholarly Article Award

Rosaldo, Manuel. 2024. "Top-Down and Bottom-Up Formalization: Waste Pickers' Struggles for Labor Rights in São Paulo and Bogotá." *ILR Review* 77(1):32–61.

Honorable mention:

Cameron, Lindsey D. 2024. “The Making of the ‘Good Bad’ Job: How Algorithmic Management Manufactures Consent Through Constant and Confined Choices.” *Administrative Science Quarterly* 69(2):458–514

Committee: Pablo Gaston (chair), Brad Nash, Lola Loustau, Jordan Scott

Distinguished Scholarly Book Award

Allison Pugh’s *The Last Human Job* (2024, Princeton University Press)

Honorable Mention

Benjamin Shestakofsky’s *Behind the Startup* (2024, University of California Press)

Committee: Gretchen Purser (chair), Ruth Milkman, Natasha Iskander, Josh Seim

Dan Clawson Scholar-Activist Award:

Jamie McCallum (Middlebury College) and **Ruth Milkman** (CUNY)

Committee: Katy Fox-Hodess; Carolina Bank-Munoz, Michael Gibson-Light

-Meeting adjourned at 3:30PM

Appendix: 2025-26 LLM Council

Chair: Katy Fox-Hodess

Past-Chair: Jeff Sallaz

Chair-Elect: Barry Eidlin

Secretary/Treasurer: Peter Ikeler (year 1)

Council Members: Pablo Gaston (year 3), Ellen Reese (year 2), Andrew Wolf (year 1)

Student Rep/Media: Sara Gia Trongone (year 2)

Council Meeting

Copy and paste below (or attach separately) the agenda and draft/approved meeting minutes of all council meetings. Minutes must include a list of council members present and a summary of decisions made. Minutes are not a transcript of proceedings, but a listing of what discussions took place and official actions taken.

LLM Council Meeting Minutes

Aug 9, 2024

La Catredal, Chicago IL (12PM-1PM)

Present: Jeff Sallaz, Gretchen Purser, Ellen Reese, Pablo Gaston, Todd Rachon, Peter Ikeler

Agenda:

1. Introductions
2. Committee Reports

3. Prep for Business Meeting
4. Transition Logistics
5. Odds and Ends.

1. Introductions

The LLM council caught up with each other over “chips and guac”, while Pablo ordered the biggest coffee known to humankind.

2. Committee Reports

The heads of the awards committees (Ellen for grad paper, Pablo for article, Gretchen for book) led the discussion.

On the whole, the award process went well this year for all.

Some suggestions for improvement were put forward:

- Having a Google form for each respective award, into which authors/nominators could enter the relevant information for their submissions. This would standardize the information and make it easier for the award chairs.
- We discussed what to do about those who apply who might not be section members at the time of submission. We could require them to become section members before considering their submissions. On the other hand, it could be that some folks are intending to join, but hadn’t done so at the time at which they submitted. One idea would be that we could require them to join the section upon receiving the awards.

3. Prep for Business Meeting

Jeff walked the council through the agenda for the business meeting.

4. Transition Logistics.

Together we went through the various committees that need to be staffed for next year, and who is slated to head those committees:

Distinguished Scholarly Book Award (Chair: Pablo Gaston)
Distinguished Scholarly Article Award (Chair: Ellen Reese)
Distinguished Graduate Student Paper Award (Chair: Andrew Wolf)
Dan Clawson Activist-Scholar Award (Chair: Barry Eidlin)
Nominations Committee: (Chair: Jeff Sallaz)
Membership Committee (Chair: Jeff Sallaz; Peter Ikeler (ex-officio))
Program Committee (Chair: Katy Fox-Hodess)

5. Odds and Ends

We had a discussion about our social media strategy moving forward. The section’s current web page has not been maintained in about two years. Back then, the section had a fellow by the name of Paul James Morgan maintain it. Our Facebook page has not been updated since last year’s ASA meeting. And we do not actively maintain a Twitter or Blue Sky account. The consensus seemed to be that we would like to keep the web page up to date, but there was not great interest in doing regular postings to other social media.

A conversation and decision had taken place on council two years ago, we think. A media coordinator was to be recognized in our bylaws, with the grad student Rep perhaps serving in that role. By any means we did not follow through on the process then of having that bylaw change taken before the membership for a vote. That is the procedure for revising our bylaws.

Relatedly, there was enthusiasm for setting up a system to streamline the process of putting together the sections. Monthly newsletter. Jeff suggested a Google Form into which folks could submit their publications, announcements and what have you. And in years to come we would like to be able to publish our newsletter In Critical Solidarity twice a year once in the fall and once in the spring or summer.

A brief discussion was held about next year's meeting in New York. As the chair elect was not present, however, it did not make a lot of sense to get into too much detailed planning at this point. This, we felt, would certainly be an action item for council meetings in the fall.

Awards

Provide a list of Section awards and awardees conferred in the past year.

Student Paper Award

Luis E. Tenorio, "Work after lawful status: formerly undocumented immigrants' gendered relational legal consciousness and workplace claims-making," *Law & Society Review* (2024), 58, 383–414

Honorable mentions:

Clem Aepli, "Firm segregation and the structure of American racial earnings inequality" (work in progress)

Theodore Wiggin, "Weaponizing the Workplace: How Algorithmic Management Shaped Amazon's Antiunion Campaign in Bessemer, Alabama," *Socius* (2025), 11: 1-27.

Committee: Ellen Reese (chair), Katia Pilati, Pablo Perez-Ahumada, Katy Habr, Emily Ruppel

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Honorable mention:

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Committee: Gretchen Purser (chair), Ruth Milkman, Natasha Iskander, Josh Seim

Dan Clawson Scholar-Activist Award:

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2025 Finances

Provide a narrative on how the 2025 budget matched with actual expenses and income from 2024. Please account for any substantive differences.

The LLM section is in a good position with regard to our expenses and income at this juncture in November, 2025. Year to date as of October 1, 2025, we have a total of \$2,039 in total income (\$300 in dues income and \$1739 in section budget allocation). Our expenses this year have been exclusively related to the ASA conference that was in Chicago, IL. We spent \$473 for award plaques and trophies and \$1555 for our section reception. We also split the cost for the WIP Blog at a cost of \$188.30 for the section. Given that our net assets, largely due to a rollover of last year's surplus, are currently \$1045, this projects to a surplus in that amount which we will carry over into the next fiscal year. Section members appear to agree that we are using our resources well.

The Previous Year

Describe Section activities during the period between September 2024 and August 2025.

Provide an overview of the Section's communications with its members and include explanation of how your communication strategy meets the goals and values of the Section. Include links to the section website, newsletters, and any other electronic media used.

The Chair of the LLM section would each month solicit announcements and good news from the membership, then collate these into a newsletter that was sent out to the LLM membership via the ASA's list serv mechanism. This was a good way to meet the sections' values of helping members to keep in touch with one another; of having a venue to publicize accomplishments and important happenings such as job openings, conferences upcoming, and job postings; and of generally providing a forum for labor sociologists to learn about one another and their field. We also have a tradition of publishing at least once each year a LLM publication "In Critical Solidarity." This past year we published the 24th volume of In Critical Solidarity.

The LLM section continues to partner with the ASA sections on Organizations, Occupations and Work, Economic Sociology, Inequality, Poverty and Mobility—as well as SASE (the Society for the Advancement of Socio-Economics) to publish the Work in Progress website (<http://www.wipsociology.org/>). Our own website and social media accounts were not regularly updated this year. At the LLM Council's meeting at the 2025 ASA, a discussion was held about strategies moving forward in regard to the section's web presence (see minutes above).

Describe the Section's diversity, equity, and inclusion goals. What steps were taken this year to achieve those goals?

The LLM section sought to continue to embody a membership representing all of the labor sociology community, and to continue to make the section an opening and welcoming space for all labor sociologists and scholars. Council also compiled data available through the ASA on member demographics, finding that the representation in the section of student members, those who self-identify as female and non-binary, those who self-identify as White, Asian/Asian-American, Hispanic/Latino(a), African-American, and MENA/SWANA, and retired sociologists was in line with the representation of these categories within the ASA as a whole.

Provide an overview of the section's programming at the annual meeting and include explanation of how this programming meets the goals and values of the section (e.g. intellectual exchange, professional networking, mentoring, inclusion).

For this year's (2025) ASA annual meeting, the LLM section issued an open call for papers on a wide array of topics related to the study of labor and labor movements. The call read:

The Section on Labor and Labor Movements invites members to submit papers for inclusion in one of our two section sessions at the ASA annual meeting. Substantive area is open. We welcome submissions that adopt expansive conceptualizations of work and workers, the labor process, labor and worker movements, movement strategies, and their intersections with social inequalities. We also welcome submissions that address underrepresented and marginalized groups, types of workers, and worker movements, including non-Western and transnational workers and movements, and we encourage underrepresented labor scholars to submit their work.

This approach to programming fit our section's values in that it allowed us to include on the program a wide range of scholarly approaches to the sociological study of labor and a diverse set of methodological approaches and empirical areas of inquiry.

Provide an overview of the Section's programmatic activities outside of the Annual Meeting (e.g. webinars, networking events, mentoring initiatives, resources for dissemination) and include explanation of this programming meets the goals and values of the Section.

The LLM Section this year did not offer any programmatic activities outside of the Annual Meeting. In the past, we have organized mini-conferences before the ASA meetings. Discussion was held during council meetings about holding such an event before next year's annual meeting.