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"Labor Rights Throughout History: The US Government's Approach to Unions Has Wavered."
Congressional Digest, vol. 101, no. 10, 2022, pp. 5-8.

Congressional Digest is an independent publication featuring controversies facing Congress and the Supreme Court since 1921. The articles talk about the government's stance on labor rights from the start of the 18th century to the late 20th. They covered details on the movements as well as the opposition and supporters of those movements that were published throughout the time. They try to illustrate the labor movements fighting over wages, working conditions, and legal protections. The audience group for this article would likely be historians, labor activists, policymakers (government), or anyone interested in labor rights, U.S. history, or social movements. Short paragraphs and straightforward language are quite effective in keeping the reader interested.

María Ramos, José, and Jimmy Emmanuel Ramos Valencia. "Humanitarian Governance and Migration Dynamics: Analyzing Policy Impacts at the U.S.-Mexico Border."
Norteamérica: Revista Académica Del CISAN-UNAM, vol. 19, no. 2, 2024, pp. 1-32,
<https://doi.org/10.22201/cisan.24487228e.2024.2.653>.

María Ramos, José is an Argentina philosopher, professor, and politician known for his contributions to medicine and public policy. Jimmy Emmanuel Ramos Valencia is a Mexican social anthropologist specializing in medicine, with a bachelor's degree in Social Anthropology and a master's degree in Social Science. This article examines how migration policies affect humanitarian conditions along the U.S.-Mexico border. The study focuses on the border area between Tijuana, Mexico, and San Diego, California, highlighting the challenges and opportunities in managing human mobility. The article is mainly for the scholars, policymakers, and professionals involved in migration studies, humanitarian aid, and border governance. This relates to Jimmy's later work on the "Summit of the Americas and the management of the Migration and Development Pact: Feasible?", they're both at the intersection of migration policy, governance, and international relations.

<https://libcat.scu.edu/EdsRecord/a9h,176638310?sid=1665808>

MACDONALD, ALEXANDER T. "ORIGINALISM, SOCIAL CONTRACT, AND LABOR RIGHTS: WHAT THE REAWAKENING OF NATURAL LAW MEANS FOR EXCLUSIVE UNION REPRESENTATION." *North Dakota Law Review*, vol. 99, no. 1, 2024, pp. 27-68.

Macdonald, Alexander is a well-known Canadian engineer and academic.

<https://libcat.scu.edu/EdsRecord/edsgbc,edsgcl.802801655?sid=1665856>

Logan, John. "Tech Workers Rising: Why are so many young US tech workers embracing labor activism?" *International Union Rights*, vol. 30 no. 3, 2023, p. 16-19, 13. Project MUSE, <https://dx.doi.org/10.1353/iur.2023.a915984>.

John Logan, Ph.D., US Labor History from UC Davis, is an expert on the anti-union industry in the US. Based in California, he is known for various publications as well as being a lecturer at universities such as UC Berkeley and San Francisco State. This piece of his is published in the 30th volume of the *International Union Rights* journal of the ICTUR, an international organization focusing on labor rights. The piece dives into why tech workers have recently started pushing back against their companies' wishes and looking into unions. A fairly balanced style of writing leads the piece to be accessible to all, but aimed at a more specific audience aiming for research into this topic. Logan cites multiple recent real-world examples, giving his argument credibility.

Alegria, Sharla. "ESCALATOR OR STEP STOOL? Gendered Labor and Token Processes in Tech Work." *Gender and Society*, vol. 33, no. 5, Oct. 2019, pp. 722–45. *EBSCOhost*, research.ebsco.com/linkprocessor/plink?id=333d766e-92a1-3c59-817e-85a9b5d5dadb.

In this article, Sharla Alegria examines gendered labor dynamics in the tech industry, specifically focusing on the experiences of women in technical roles. She explores how women are often positioned either on an "escalator" leading to leadership or a "step stool" that limits their advancement, with tokenism being a central theme. Through qualitative interviews and ethnographic methods, Alegria highlights the institutional and cultural challenges that hinder women's career progression, offering a critical perspective on how gender inequality persists in tech workplaces. This study contributes to feminist research on workplace inequality and provides insights into the complex ways gender, race, and other identity factors shape career outcomes in male-dominated fields.

Raviv Murciano-Goroff (2021) Missing Women in Tech: The Labor Market for Highly Skilled Software Engineers. *Management Science* 68(5):3262-3281.

<https://doi-org.libproxy.scu.edu/10.1287/mnsc.2021.4077>

In this article, Raviv Murciano-Goroff investigates the underrepresentation of women in the labor market for highly skilled software engineers, focusing on the factors that contribute to their absence from the field. The study uses large-scale data analysis to explore the causes behind the gender gap in tech, emphasizing how recruitment practices, job matching, and industry dynamics exacerbate the shortage of women in software engineering roles. Murciano-Goroff identifies systemic barriers such as biased hiring practices and lack of access to training that disproportionately affect women. The article offers a quantitative examination of gender disparities in tech and suggests potential interventions to address these inequities, providing crucial insights into how labor market conditions can influence diversity in technology sectors.

Shaver, Susan. "Marsico, Katie. The Triangle Shirtwaist Factory Fire: Its Legacy of Labor Rights." *School Library Journal*, vol. 56, no. 2, 2010, p. 133.

<https://libcat.scu.edu/EdsRecord/edsgbc.edsgcl.218657466?sid=1693323>

In this article, Shaver and Marsico explore the lasting impact of the Triangle Shirtwaist Factory fire on labor rights in the United States. The authors highlight the tragedy of the 1911 fire, which killed 146 garment workers, primarily young women, and examine how it spurred major reforms in workplace safety and labor laws. Through a historical lens, the article discusses the

improvements in labor rights, including better regulations for working conditions and the strengthening of labor unions. The piece serves as a reminder of the importance of labor activism in shaping modern workplace standards and underscores the ongoing relevance of the fire's legacy in discussions about workers' rights and safety

O'BRIEN, CHRISTINE NEYLON. "TWENTY-FIRST CENTURY LABOR LAW: STRIKING THE RIGHT BALANCE BETWEEN WORKPLACE CIVILITY RULES THAT ACCOMMODATE EQUAL EMPLOYMENT OPPORTUNITY OBLIGATIONS AND THE LOSS OF PROTECTION FOR CONCERTED ACTIVITIES UNDER THE NATIONAL LABOR RELATIONS ACT." *William & Mary Business Law Review*, vol. 12, no. 1, 2020, pp. 167-218. <https://libcat.scu.edu/EdsRecord/edb.148816372?sid=1693437>

In this article, Christine Nelyon O'Brien examines the tension between workplace civility rules and employees' rights to engage in concerted activities under the National Labor Relations Act (NLRA). She explores how evolving workplace norms and the increasing importance of maintaining civility in professional environments intersect with employees' legal protections for collective actions, such as strikes or organizing. O'Brien discusses the challenge of balancing employers' interest in maintaining order and compliance with the need to protect workers' rights to engage in collective activities without fear of retaliation. The article provides a thorough analysis of contemporary labor law, proposing ways to reconcile these competing interests while ensuring fairness and upholding equal employment opportunity obligations

Beduschi, Ana. "Harnessing the Potential of Artificial Intelligence for Humanitarian Action: Opportunities and Risks." *International Review of the Red Cross*, June 2022.a
<https://international-review.icrc.org/articles/harnessing-the-potential-of-artificial-intelligence-for-humanitarian-action-919>

In this article, Ana Beduschi explores the opportunities and risks associated with integrating artificial intelligence (AI) into humanitarian action. She outlines how AI technologies can improve the efficiency and effectiveness of humanitarian efforts, particularly in areas such as disaster response, data analysis, and resource distribution. The article also addresses the ethical

and operational risks posed by AI, including concerns about data privacy, algorithmic bias, and the potential for AI to exacerbate existing inequalities. Beduschi emphasizes the need for responsible AI implementation, proposing a framework for balancing innovation with safeguards to protect vulnerable populations. This article is valuable for researchers and practitioners interested in the intersection of technology and humanitarian work, offering both theoretical insights and practical considerations for the future of AI in this field

Black, Katie. “Unvested: How Equity and the Deferred Payment Gamble in Startups Shortchange Employees Targeted by Discrimination.” *University of Miami Law Review*, vol. 75, no. 1, Oct. 2020, pp. 301–55. *EBSCOhost*, research.ebsco.com/linkprocessor/plink?id=7425b2e0-b080-3ca4-b7aa-390abcda1260.

In this piece, Katie Black, a software engineer with prior startup experience, explores the ways that startups, often with good intentions, can cause their employees harm. In particular, she focuses on the deferred payment option found in “stock options”. This piece is interesting and clearly aimed at an academic audience. It was used in the Contemporary section to explain the trend of startup employees staying in toxic environments longer than most.