

# Tanya Lea Goldman

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## PROFESSIONAL EXPERIENCE

### **Center for Law and Social Policy** (Feb 2018–present)

*Senior Policy Attorney.* Develop and advocate at the state and federal level for policy solutions that improve job quality for low-wage workers and workers of color. Advocate for strengthening workplace protections and increasing workers' economic security. Key accomplishments include:

- Testified in March 2020 before House of Representatives Workforce Protections Subcommittee on the importance of paid sick days.
- Provided technical assistance and advocated for first national paid sick days and paid leave provisions for private sector workers in Families First Coronavirus Response Act (FFCRA).
- Convened implementation working group and executed communications and advocacy strategy to hold the Administration accountable for implementation of the FFCRA.
- Organize annual convenings for over 100 state and federal advocates and administrators.
- Conduct trainings and provide technical assistance to state and local officials, policymakers, and advocates. Through in-person trainings, convenings, webinars, and one-on-one technical assistance, have trained thousands of individuals.
- Co-chair policy working group for Paid Leave for All, a national paid leave campaign. The policy working group includes over 20 national organizations, including the Center for American Progress, Urban Institute, National Partnership for Women and Families, the Arc, and the Center on Budget and Policy Priorities.
- Research and publish briefs and fact sheets which are shared with Members of Congress and the media; regularly present and speak with the media; supervise research assistant and fellows.

### **Georgetown Law** (Fall 2017; Spring 2019)

*Adjunct Professor.* Teach course on Advanced Civil Rights, which covers Title VII of the 1964 Civil Rights Act, examining development of the law over 50 years and legal strategies to address emerging issues in employment law.

### **U.S. Department of Labor Administrative Review Board** (2017-2018)

*Administrative Appeals Judge.* Served as one of five appellate judges appointed by the Secretary of Labor to decide appeals from Administrative Law Judges in cases arising under a wide range of worker protection laws.

### **U.S. Department of Labor Wage and Hour Division** (2015–2017)

*Deputy Chief of Staff and Senior Policy Advisor.*

- Served as key legal advisor on Wage and Hour leadership team.
- Developed policies for strategic enforcement and protection of workers' labor standards.
- Ensured execution of the Administrator's priorities and, in conjunction with the Chief of Staff, managed the administrative and operational activities of the Office of the Administrator.
- Briefed and worked with Members of Congress, Congressional staff, industry stakeholders, and

worker advocates on Wage and Hour policies.

- Coordinated the rollout of significant initiatives, including the Department's final regulation updating the overtime pay protections for more than 4 million workers.
- Crafted strategic messages to represent the Administrator's views in speeches, articles, and testimony.
- Developed guidance, communications, and outreach regarding departmental priorities, such as how the "on-demand" economy affects labor standards.
- Lead interagency teams in creating significant guidance documents, including on misclassification, joint employment, and the application of the agency's overtime regulations to the higher education, small business, and non-profit sectors.

**U.S. Equal Employment Opportunity Commission (2010-2015)**

*Senior Trial Attorney.* Prosecuted violations of federal employment laws, including Title VII, the Americans with Disabilities Act, and the Equal Pay Act.

- Litigated nationwide systemic failure-to-hire cases on race and gender discrimination; directed team of attorneys across five offices.
- Won precedent-setting rulings on same-sex harassment and on obesity as a disability.
- Prosecuted violations of federal employment laws and led all aspects of affirmative litigation, including briefing motions, working with expert witnesses, negotiating settlements, representing Commission in mediation, and conducting oral arguments, discovery, and trials.
- Advised investigators in three field offices on resolving discrimination charges.
- Lead nationwide trainings and developed policy recommendations as part of Office of General Counsel's LGBTQ Litigation workgroup.

**Tulane University Law School (2008 – 2010)**

*Forrester Fellow and Instructor of Legal Research and Writing.* Taught legal research and writing courses. Supervised eight teaching assistants responsible for advising 70 law students.

**Hon. Sarah S. Vance, U.S. District Court, Eastern District of Louisiana (2007–2008)**

*Law Clerk.*

- Drafted opinions for criminal and civil matters, including First Amendment challenge to Louisiana appropriations bill and Fourteenth Amendment challenge to post-Katrina housing ordinance.
- Prepared Judge for court appearances, including class certification hearing, criminal trial, oral arguments, guilty pleas, and sentencings.

**King & Spalding (2006-2007)**

*Associate, Litigation and Antitrust.* Represented international pharmaceutical company in multi-district antitrust litigation. Represented brewing company in antitrust and contract litigation.

**EDUCATION**

**Harvard Law School, J.D. 2006, *cum laude***  
*Harvard Human Rights Journal*, editor  
Harvard Immigration and Refugee Clinic

**Stanford University**, B.A. 2003, *with honors & distinction*

Honors: Phi Beta Kappa

Center for International Security and Cooperation Honors Program

Thesis: *A Genocide Missed: International Policy Failure in Rwandan Reconstruction*

## **BAR MEMBERSHIPS**

California State Bar (2006)

District of Columbia Bar (2008)

United States Supreme Court (2015)

## **PUBLICATIONS**

Who's Responsible Here? Establishing Legal Responsibility in the Fissured Workplace, 42 BERKELEY J. EMP. & LAB. L. (forthcoming 2021) (with David Weil). Paper funded by a grant from the Institute for New Economic Thinking.

Labor Standards, the Fissured Workplace, and the On-Demand Economy, 20 PERSPS. ON WORK 26 (2016) (with D. Weil).

Establishing a Physical Impairment of Weight Under the ADA/ADAAA: Problems of Bias in the Legal System, 29 A.B.A. J. OF LAB. & EMP. L. 537 (Spring 2014) (with C. Monahan and D. Oswald).

Vo v. France and Fetal Rights: The Decision Not to Decide, 18 HARV. HUM. RTS. J. 277 (Spring 2005).

## **SHORT WRITING AND SELECTED MEDIA**

- "Initiative 77: A shot at a predictable income," WASHINGTON POST Op-Ed, June 15, 2018 (with B. Alston)
- "Message To Uber's New CEO: Don't Forget Your Drivers," HUFFINGTON POST, Sept. 6, 2017 (with S. Block).
- "For Millennials, Jobs Don't Guarantee Financial Security," MEDIA PLANET FOR USA TODAY, Dec. 21, 2018.
- Quoted in Samantha Fields, "Congress lets paid sick, family and medical leave mandate expire," Marketplace, Jan. 1, 2021.
- Quoted in Katie Lobosco, "Millions left without paid sick leave after Congress let pandemic benefit expire," CNN, Jan. 10, 2021.
- Quoted in Jeff Stein and Heather Long, "White House, Congress have not given any hazard pay to the medical workers they call heroes," WASHINGTON POST, Apr. 30, 2020.
- Quoted in Ben Penn, "Virus Paid Leave Law's April 1 Start Muddles Layoff Decisions," BLOOMBERG LAW, Mar. 31, 2020.
- Quoted in Jessica Corbett, "Trump Labor Department slammed for overtime pay rule that 'leaves behind millions of workers,'" SALON, Sept. 25, 2019.
- Quoted in Ben Penn, "Long-Awaited Trump Overtime Pay Requirements Unveiled," BLOOMBERG LAW, Sept. 24, 2019.
- Quoted in Lydia DePillis, "Why Amazon's HQ2 might be better for New York than for Virginia,"

CNN BUSINESS, Nov. 24, 2018.

- Quoted in Danielle Paquette, “Huge federal contractor ‘failed’ to pay workers \$100 million in wages, union says,” WASHINGTON POST, Apr. 23, 2018.

## SELECTED TESTIMONY, PANELS AND PRESENTATIONS

- Testimony before U.S. House of Representatives Education and Labor Committee Workforce Protections Subcommittee, *Hearing on The Healthy Families Act (H.R. 1784): Examining a Plan to Secure Paid Sick Leave for U.S. Workers*, Washington, D.C. (March 11, 2020)
- Guest on *Crisis Conversations — Live From Better Life Lab (Session X)*, A Better Life Lab Podcast Series hosted by Brigid Schulte and produced by David Schulman (May 29, 2020)
- Guest on Podcast Breaking Through with Kristin Rowe-Finkbeiner (Powered by MomsRising) (April 2020)
- Presented at *Labor, Technology and Growth: Towards A Gini Negative Solution*, Center for Advanced Studies in Behavioral Sciences, Stanford University (February 2020)
- Presented at *Work, Employment, and the “App” Economy: Jobs for All, or Worsening Inequality*, Georgetown University’s McCourt School of Public Policy and The Goodfriend Group, Washington, D.C. (February 2020)
- Presented at *Establishing Legal Responsibility in the Fissured Workplace*, Worker Protection Roundtable, Ford Foundation, New York, New York (January 2020)
- Presented at *The Title VII Cases: Reactions and Next Steps*, Georgetown Law School, Washington, D.C. (November 2019)
- Presented on *Strategic Communications*, Interstate Labor Standards Association 55th Annual National Conference, Washington, DC (August 2019)
- Presented on *Who’s Responsible Here? Establishing Legal Responsibility in the Fissured Workplace*, Labor and Employment Relations Association 71st Annual Meeting, Cleveland, Ohio (June 2019)
- Organized and presented on panel: *When Your Boss is an Algorithm: Exploring the Workplace, Legal, and Policy Implications for Workers*, Labor and Employment Relations Association 71st Annual Meeting, Cleveland, Ohio (June 2019)
- Testimony before D.C. Council Budget Oversight Hearing on Labor and Workforce Development, Washington, D.C. (April 2018)
- Presented on *Strategic Enforcement Training*, Interstate Labor Standards Association 54th Annual National Conference, Long Beach, California (August 2018)
- Presented on *Misclassification and the On-Demand Economy*, Interstate Labor Standards Association 52nd Annual National Conference, Albuquerque, New Mexico (August 2016)
- Presented on *Misclassification and Joint Employment under the Fair Labor Standards Act*, Spring Forum of the International Association of Accident Boards and Commissions, Santa Fe, New Mexico (April 2016)
- Presented on *LGBT Law and Title VII: Critical Updates*, FEDS & FEDQ First National Leadership and Diversity Training Program, Baltimore, MD (Sept. 2014)
- Presented on “*Because of Sex*,” EEOC Training Institute, Washington, D.C. (2014)