

Gali Racabi

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373 Ives Hall, ILR School, Cornell University, Ithaca, NY, 14853

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ACADEMIC POSITIONS

2022–

Assistant Professor, Labor and Employment Law, ILR School, Cornell University
Associated Faculty Member, Cornell Law School

EDUCATION

Harvard Law School: S.J.D., 2022

Title: *Law and Power in Uber as a Workplace*

Supervisor: [Benjamin I. Sachs](#); Committee: [Yochai Benkler](#), [Juliet Schor](#)

Harvard Law School: LL.M. (requirements completed, degree waived), 2017

Haifa University Faculty of Law: LL.B. *cum Laude*, 2014

Haifa University Honors Program: B.A., 2014

TEXTBOOK

WORK LAW: OPEN CASES & MATERIALS (ed., beta-1, 2024) ([SSRN](#))

PUBLICATIONS

DEI Son of Deference, 47 BERKELEY J. EMP. & LAB. L. _ (forthcoming 2025) ([link](#))

Varieties of Workplace A.I. Regulations: A Focus on the U.S. (with [Adam Seth Litwin](#)), 75 ILR REV. 799 (2024) ([link](#))

Excluded but Equal, 33 WM. & MARY BILL RTS J. _ (forthcoming 2024) ([link](#))

At Will as Taking, 133 YALE L.J. 2257 (2024) ([link](#))

- Tagged as “Highly Recommended!” by the Legal Theory Blog

Balancing is for Suckers, 109 CORNELL L. REV. 63 (2023) ([link](#))

- Tagged as “Highly Recommended!” by the Legal Theory Blog ([link](#))

Tech Drift and Powerlessness, 24 YALE J.L. & TECH. 554 (2022) ([link](#))

Abolish the Employer Prerogative, Unleash Work Law, 43 BERKELEY J. EMP. & LAB. L. 79 (2022) ([link](#))

- Selected for review in JOTWELL ([link](#))

Effects of City–State Relations on Labor Relations: The Case of Uber, 74 ILR REV. 1155 (2021) ([link](#))

Despite the Binary: Looking for Power Outside the Employee Status, 95 TUL. L. REV. 1167 (2021) ([link](#))

Transportation Network Companies (TNC) and Marketplace Contractors (MC) State Laws: Preemption of Local Government Regulations and Treatment of Employment Status of Drivers (2018) [50 State Survey] ([link](#))

Multi-Tier Collective Bargaining Agreements, LAB. SOCT'Y. & L. (2017) [Hebrew] ([link](#))

TEACHING

- Introduction to Labor & Employment Law (2023-) ([link](#))
- Introduction to Labor & Employment Law ([Cornell Prison Education Program](#)) (SP 2025)
- Exclusions from Work Law (seminar) (FA 2022) ([link](#))

SUPERVISION AND MENTORING

- Workplace Welfare Programs as Discrimination (H.T.) (2025, expected)
- Racial Implications of Sex Work Legalization (H.T.) (2025, expected)
- Sexual Harassment, Intersectionality, and Forced Arbitration (H.T.) (2025, expected)
- Employee Classification, Child Labor and Roblox (I.S.) (2024)
- Law, College Athletes and Unions (I.S.) (2024)
- Law and Social Movements (I.S.) (2024)
- Kidfluencers and Work Law (H.T.) (2024)
- Comparative Disability Law in the US and India (I.S.) (2023) ([link](#))
- The Americans with Disabilities Act, Mental Health, and Drugs (I.S.) (2023) ([link](#))
- Law and Social Justice (I.S.) (2023) ([link](#))
- The Natural-Born Citizen Clause (I.S. and H.T.) (2022-23)
- Fissuring – the Case of FedEx (I.S.) (2023) ([link](#))
- Sexual Harassment and Shareholder Activism (I.S.) (2023) ([link](#))
- Free Speech & the Workplace (I.S.) (2023) ([link](#))
- Work from Home, Labor, and Climate Change (capstone project) (2023)

* H.T.: Honors Thesis is a one-year research and writing project culminating in a significant research paper.

* I.S.: Independent Study is a term-length 1-1 study.

Research / Teaching Assistants (TA) / Teaching Fellows (TF):

Name	Topic
Abigail Rothleder	Textbook, TF
Avery V. Brull	At Will Rule, TF
Cameron T. Misner	At Will Rule
Catherine E. Zannetos	At Will Rule, TF
Clyde Lederman	Campus Protest, FLSA Reports
Danielle Donovan	Starbucks campus organizing
Doğa Özden	First Amendment and Religious Rights
Emil Galhotra	Free Speech at work
Eva E. Egeghy	TF, political speech

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Eva F. Telesca	Disability law
Genevieve E. Galluccio	AI and Entertainment Ind.
Julia Dykstra	Sexual Harassment Law
Kate Sloan	At Will Rule, TA (CPEP)
Lucia B. Caravella	Textbook
Mackenzie S. Lewis	TF
Matthew Dye	Sexual Harassment Law
Max Ehrlich	Regional Labor Law
Pranathi S. Charasala	Caste discrimination
Saila J. Holsman	AI regulations
Sakiel L. Ruff	Platform state and city law
Sam J. Hass	Religion and First Amendment
Selena Z. Fu	DEI as Discrimination
William R. Green	Platform state and city law
Zohar H.S. Grinvald	Management Rights

WORKS IN PROGRESS

- *Our Fractional 1st Amendment* (Law Review article draft)
- *Allocating Liability for AI Discrimination* (Essay draft, to be submitted in August)
- *Private Ordering Churn*, ILR REV. (reviewing the OXFORD HANDBOOK OF WORK LAW) (book review, expected March, 2025)
- *All the Board's Regions: Regional Labor Law in the U.S.* (research in progress, expected outcomes Aug. 2025/Feb. 2026).
- *Pluralism Failed – Rethinking Labor Bargaining* (long-term research project)
- *Labor Governance: A New View on Labor and the State* (long-term research project)

SERVICE, OUTREACH AND POLICY

University

- Policy 6.14 (Title IX) Pool Panel Member & Investigator, Cornell University (2023–)
- Freedom of Speech and the Workplace Lecture Series, organizer, Cornell ILR (2024)

Field

- Junior Work Law Conference, co-organizer, Cornell ILR (2024) (with Yiran Zhang)
- Colloquium on Scholarship in Employment and Labor Law (COSELL), legacy committee member (2023–).
- Reviewed papers for: Stanford Law Review, Legislation & Regulation, International Labour Review, CLLPJ, and others.
- Refereed projects for the Israel Science Fund.
- Coordinator of the International Advisory Committee, [Clean Slate Project](#), Labor and Worklife Program, Harvard Law School, 2019–2020

FELLOWSHIPS, HONORS & AWARDS

2023

Robert Stern Award for Teaching and Mentoring, ILR School, Cornell University

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2017–2022

Fellow, Labor and Worklife Program, Harvard Law School
Doctoral Democracy Fellow, Ash Center, Harvard Kennedy School
Graduate Fellow, Program of Negotiations at Harvard Law School
Affiliate, Berkman Klein Center for Internet & Society at Harvard University
Program on Negotiations Junior Scholar Grant (\$5,000)

2014–2016

Goldberg Prize Award for paper on Labor and Social Welfare
Rachel & Josef Spivack Award for Research Student in Labor Law, Tel Aviv University

CONFERENCES & TALKS

Coleman Digital Lab, Israel, 2024
Tel Aviv Law & Tech Workshop, 2024
Columbia Law Review, NY, 2024
Richmond Law Review, Virginia, 2024
COSELL, San Diego, 2024
Faculty Workshop, Cornell Law School, 2024

COSELL, MN, 2023
ILR Board of Trustees, Ithaca, NY, 2023
UALE Conference, Lowell, MA, 2023

Worker Subordination Conference, Osgoode Hall, Toronto, 2022
COSELL, 2022
Law & Society Conference, 2022
ICON-S Conference, 2022

Labour Law Research Network V, Poland, 2021
Science & Democracy Network, 2021
AALS Emerging Voices in Work-Law Panel, 2021
Harvard SJD-STS Conference, 2021
ClassCrits Junior Scholars Workshop, 2021
Tel Aviv University Law School Labor and Welfare Workshop, 2021

Labour Law Research Network IV, Valparaiso, Chile, 2019
Labor & Employment Relations Association 71, Portland, Ohio, 2019
SPLS Junior Scholars Conference, Stanford, 2019
Harvard Program on Negotiations, Harvard Law School, 2019

Federalism and Labor Relations, Rutgers, 2018
Amalgamated Transit Union (ATU), Maryland, 2018

LEGAL PRACTICE

Ben-Ari, Fish, Saban & Co. Law Firm, Haifa, 2015–2016
Associate, Labor and Employment Law

ADDITIONAL INFORMATION

Member of the Israeli Bar, 2015–present

Harvard Graduate Students' Union, *Grievance Committee Co-Chair*, 2021–2022

Military Service, I.D.F., Infantry, Staff Sergeant, 2005–2008

Languages: Hebrew (native speaker), English (fluent)