



CENTER FOR THE STUDY OF LAW AND SOCIETY  
BERKELEY LAW

## CSLS SPEAKER SERIES

Monday, April 24, 2017

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## “The Mark of a Termination”

(Co-author Tamar Kricheli-Katz, Tel Aviv University)

The U.S. labor market has shifted dramatically away from full-time, permanent, stable employment toward part-time, contingent and temporary jobs. Involuntary termination is now a common occurrence, especially for low-wage workers. In addition, workers experiencing discrimination on the job often find themselves with a choice between waiting to be fired, or voluntarily quitting and claiming constructive discharge, which creates an additional legal hurdle to discrimination claim. In this experimental study, we examine how employment termination affects the future employment and earning prospects of workers. We ask: How much does employment termination matter for future employment prospects? Do voluntary and involuntary job terminations vary in their effect on the future wage and employment prospects of workers? Do they vary in their effect on perceptions of workers seeking employment? And do these effects interact with the characteristics of workers, such as race, gender, parental status, and/or sexual orientation? The choice between voluntary and involuntary termination has important consequences for workers who experience discrimination on the job. Although waiting to be fired rather than voluntarily quitting may strengthen the legal case for discrimination, it may also harm a worker’s employment prospects for years to come.

PLACE Selznick Seminar Room, 2240 Piedmont Ave.  
TIME **12:45 – 2:00pm**. Coffee and water provided. Bag lunches welcome.  
INFO <https://www.law.berkeley.edu/centers/center-for-the-study-of-law-society/>  
EMAIL [csls@law.berkeley.edu](mailto:csls@law.berkeley.edu)

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