Employment Relations and Workplace Representation in the Recovering Economy

Friday – Sunday, January 6-8, 2012

Pre-conference Day Activities and Meetings on Thursday, January 5, 2012
Preconference Day Activities and Meetings • Thursday 1/5/2012

9 am - 5 pm
LERA 14th Annual Ph.D. Student Consortium—Salon 3
Co-Chairs: Malte Tapia, Cornell University and Aruna Ranganathan, Massachusetts Institute of Technology
Chair: Malte Tapia, Cornell University

10 - 11:30 am
LERA Grants and Sponsorship Committee—Madison
Co-Chairs: Nancy Tredell, University of Wisconsin-Madison; meeting in Madison
Chair: Nancy Tredell, University of Wisconsin-Madison

11 am - 12:00 pm
Co-Chairs: Ann Drury, University of Nebraska at Omaha and Ralph Ribeau, University of Illinois at Chicago
Chair: Daniel Glassman, University of Nebraska at Omaha

11 am - 2 pm
Sub-national Labour Market Governance and Multinational Corporations in Comparative Perspective, LERA International and Comparative IR Section Meeting—Salon 6
Chair: Gordon Pavy, AFL-CIO (ret.) and President of LERA

11:30 am -1 pm
LERA National Chapter Advisory Committee—Crescent Hill
Co-Chairs: William Canak, Middle Tennessee State University and Bonnie Castry, Arbitrator
Chair: William Canak, Middle Tennessee State University

12 - 1:30 pm
LERA “Perspectives on Work” Editorial Advisory Board Meeting—Madison
Chair: Susan Cass, Massachusetts Institute of Technology

12 - 1:50 pm
LERA Airline Industry Council Meeting—Salon 1
Co-Chairs: Thomas A. Kochan, Massachusetts Institute of Technology; Patricia Friend, Association of Flight Attendants; Robert Delacasa, Airline Industrial Relations Council; and Andrew von Nordenflycht, Simon Fraser University
Chair: Thomas A. Kochan, Massachusetts Institute of Technology

1 - 2:50 pm
LERA Utilities Industry Council Meeting, Generating Results: Utilities and Unions Working Together to Promote Common Interests Before Public Utility Commissions—Logan
Chair: Thomas J. Schneider, Restructuring Associates, Inc.

1:30 - 3:30 pm
LERA Finance and Membership Committee Meeting—Crescent Hill
Co-Chairs: Bonnie Castry, Arbitrator and Jeffrey H. Keefe, Rutgers University
Chair: Nancy Tredell, Rutgers University

2 - 4:30 pm
LERA Health Care Industry Council Meeting—Salon 1
Co-Chairs: Jody Hoffer Gittell, Heller School, Brandeis University; James R. Bialke, Service Employees International Union-Healthcare Minnesota; and Jim Prutt, Kaiser Permanente
Chair: Jody Hoffer Gittell, Heller School, Brandeis University

2:30 - 4 pm
LERA Certification Committee Meeting—Madison
Chair: Joel Cutcher-Gershenfeld, University of Illinois at Urbana-Champaign

2:30 - 6 pm
Employment Policy Research Network Meeting—Salon 12
Co-Chairs: Thomas A. Kochan, Massachusetts Institute of Technology; Tom van der Meer, University of Massachusetts; and David St John, University of Pennsylvania
Chair: Thomas A. Kochan, Massachusetts Institute of Technology

3 - 6 pm
LERA Automobile Industry Council Meeting—Logan
Co-Chairs: John Paul MacDuffie, University of Pennsylvania; Linda Ewing, United Auto Workers; and Arthur Schwartz, General Motors Corp.
Chair: John Paul MacDuffie, University of Pennsylvania

3:45 - 5:45 pm
LERA Development and Contributions Committee Meeting—Crescent Hill
Chair: Ralph P. Craviso, Craviso & Associates

4:30 - 6 pm
LERA Editorial Committee Meeting—Madison
Co-Chairs: François Carré and Christian E. Weller, University of Massachusetts-Boston
Chair: François Carré, University of Massachusetts-Boston

4:30 - 6 pm
LERA Industry Advisory Committee Meeting—Marshfield
Chair: Joel Cutcher-Gershenfeld, University of Illinois at Urbana-Champaign

6 - 10 pm
LERA Executive Board Meeting—Adams (6th Fl)
Chair: Gordon R. Pavy, AFL-CIO (ret.) and President of LERA
1.1 The Enforcement of Labor Rights in Developing Countries, LERA International and Comparative IR Interest Section (Symposium)—Salon 12

Chair: James Scoville, University of Minnesota

Presenters: Jeff Wheeler, International Labor Affairs Bureau, USDOL—A Framework for the Role of Labor Rights in International Development and Foreign Policy

Mark Anner, Pennsylvania State University—Auditing Labor Rights in the Global Apparel Industry: A Comparative Case Study of Honduras and Vietnam

Mohammad A. Ali, Rutgers University—The Role of Worker Organizations in Protecting and Enforcing Labor Rights in Developing Countries

Discussants: Scott Nova, Workers’ Rights Consortium

Greg J. Bamber, Monash University

1.2 Still Between Work and Home: Women in Today’s Labor Market (Symposium)—Salon 2

Chair: M. V. Lee Badgett, University of Massachusetts-Amherst


Ariane Hegewisch, Institute for Women’s Policy Research and Hannah Liepmann, Humboldt University—Struck in Neutral: Occupational Segregation and the Gender Wage Gap in the US

Elaine McCrate, University of Vermont—Gender, Work Schedule Flexibility, and Family Care


Discussants: Moriane Forbes, University of Illinois at Urbana-Champaign

1.3 New and Strategic Approaches to Worker Representation: Innovative Union Practices and Other Worker Organizations (Workshop)—Salon 7-9

Chair: Susan J. Schurman, Rutgers University

Panelists: Thomas Balanoff, SEIU Local 1—Union Strategies for Restructuring and Mobilizing: Experiences of SEIU Local 1

Monica Bieski Boris, University of Illinois at Urbana-Champaign—Analysis of Union Renewal Efforts: Politics, Voice and Organizing

Joe Oliva, Restaurant Opportunities Center of Chicago—Worker Organizing Networks: Experiences of the Restaurant Opportunities Centers

Lisa Jordan, United Steelworkers—New Approaches for Industrial Unions: The USW and Transnational Labor Mobilizing

Paul F. Clark, Pennsylvania State University; Lois Spier Gray, Cornell University; and Paul V. Whitehead, Pennsylvania State University—Results of a Longitudinal Study of Union Administrative Practices: Implications for Member Representation

8:45 - 10:15 am LERA 65th Annual Meeting Program Committee Meeting I—Salon 1

Chair: David Lewis, University of California-Los Angeles

2.1 The Role of Staffing Services in the New Economy (Symposium)—Salon 2

Chair: Stephen A. Woodbury, Michigan State University


Carolyn Heinrich, University of Wisconsin and Sarah Hamersma, University of Florida—Temporary Help Work: Compensating Differentials and Multiple Job-Holding

Françoise Carré and Brandyn Holgate, University of Massachusetts-Boston—Facilitating Labor Market Transitions for Workers Facing Barriers: The Role of Alternative Staffing Organizations

Discussant: Ken Troxie, University of Kentucky

Sant Pekula Ker, Wellesley College

2.2 Giving Meaning to Work: How Conceptualizations of Work Affect Research, Practice, and Social Justice (Workshop)—Salon 12

Chair: Daphne Taras, University of Saskatchewan

Presenters: John W. Budd, University of Minnesota—Theorizing Work: Approaches and Implications

Nancy Fobare, University of Massachusetts-Amherst—For Love and Money: Defining and Valuing Care Work

Robert Bruno, University of Illinois at Urbana-Champaign—Portrayals of Work in Popular Culture: Many Hands Make Light of Work and Workers

Eliza Danis, Pennsylvania State University—Judging Work: What Law Sees, or Does Not See

Keith Kelleher, SEIU HCII—How Work is Recognized: Implications for Unions

2.3 Innovations in Payroll Fraud (Symposium)—Salon 7-9

Chair: Dale Belman, Michigan State University

Presenters: Allen Smith, AFL-CIO—Benefits Fraud Under Prevailing Wage Law

Matthew Capaco, United Brotherhood of Carpenters and Joiners of America—Innovations in Payroll Fraud

Jed L. Marcus, Bressler, Amery & Ross, P.C.—The Impact of Payroll Fraud on the Business Community

Phillip A. Laporte, Georgia State University—Federal and State Efforts to Reduce Payroll Fraud

Discussants: William Canak, Middle Tennessee State University

10 am - 1 pm ULR/IRRP Deans & Directors Meeting—Cresthill

Chair: Jeff Houghton, West Virginia University

12:30 - 2:15 pm Efforts to Dismantle Teachers’ Union (Collective Bargaining) Rights, LERA Labor Studies and Union Research Interest Section Meeting—Salon 12

Co-Chairs: Robert Bruno, University of Illinois at Urbana-Champaign and Erin E. Johnsson, American Rights at Work

12:30 - 2:15 pm Are You Thinking About Becoming a Labor Arbitrator? LERA Dispute Resolution Section Meeting—Salon 6

Chair: Richard Fischer, Workplace Resolutions LLC

Panelists: Sheila G. Mayberry, Arbitrator—Gaining Acceptability for Emerging Arbitrators

Rocco M. Scanza, Cornell University—Barriers to Entry for Emerging Arbitrators

12:30 - 2:15 pm Technology and Labor and Employment Law, LERA Labor and Employment Law Section Meeting—Madison

Chair: Kenneth May, BNA

Panelists: Ellen Danis, Pennsylvania State University—Technology and NLRA Rights and Remedies

Carrie Griffin Basas, University of North Carolina—Public Sector Bargaining Agreements, Disability Rights, and Technology as Access

Anne Marie LoFaso, West Virginia University—The Role of Law: Using Technology to Promote Coal Mine Safety

12:30 - 2:15 pm Public Sector Bargaining Law and a New Breed of Governors, LERA Collective Bargaining Network Interest Section Meeting—Salon 2

Co-Chairs: Howard Stanger, Canisius College and Lynne Mingarelli, American Federation of Teachers

For complete Program and updated meetings schedule, visit www.LERAWEB.org
Friday continued

12:30 - 2:15 pm Ownership, Finance, and Employment Relations, LERA Work and Employment Relations Network Interest Section Meeting—Salon 7-9

Co-Chairs: Alexander J.S. Colvin, Cornell University; Virginia Doellgast, King’s College

Presenters: David Weil, Boston University, TBA

12:30 - 2:15 pm Topics in Compensation and Human Capital, LERA Labor Markets and Economics Interest Section Meeting—Logan

Co-Chairs: Dale Belman, Michigan State University; Susan Helper, Case Western Reserve University; and Stephen A. Woodbury, Michigan State University

Presenters: Jeffrey R. Brown and Chichang Fang, University of Illinois at Urbana-Champaign and Francisco Gomes, London Business School—Risk and Returns to Education: The Value of Human Capital

Fidan Ana Kurtulus, University of Massachusetts-Amherst—Affirmative Action and the Occupational Advancement of Minorities and Women during 1973-2003

Darren Lubotsky and Craig Olson, University of Illinois at Urbana-Champaign—The Wage-Employer Provided Health Insurance Trade-off and Employer Premium Copayments


Ofer Shanore, Massachusetts Institute of Technology—Chemistry or Scars: Job Search Games and Subjective Responses to Unemployment

12:30 - 2:15 pm LERA Globalization, Investment, and Trade Interest Section Meeting—Salon 1

Co-Chairs: David Bensimon, Rutgers University and Owen E. Herrstedt, International Association of Machinists & Aerospace Workers

2:30 - 4:30 pm Concurrent Session

3.1 Alternative Forms of Worker Representation: Lessons from Selected Sectors and Countries (Symposium)—Salon 12

Chair: Gordon R. Pavy, AFL-CIO (ret.) and President of LERA

Presenters: Koshi Endo, Meiji University and Ken Yamazaki, Japan Institute for Labor Policy and Training—Individual Affiliate Unions (IUs) and Labor Non Profit Organizations in Japan

Janice Fine, Rutgers University—Trends in Alternative Forms of Worker Representation in the US

Barbara Young, National Domestic Workers Alliance—Organizing and Representation by the National Domestic Workers Alliance Karen Nussbaum, Working America—Expanding Union Influence

3.2 The Impact of Sports Collective Bargaining on Labor Relations in Society (Workshop)—Salon 7-9

Co-Chairs: Gabriell Gershenfeld, Cleveland Indians and Michael Wasser, American Rights at Work


Martin Mulloy, Ford Motor Co.—Impact of Sports Collective Bargaining on Management in America

3.3 Social Media and the National Labor Relations Act, Chicago LERA Chapter—Salon 2

Chair: Charles Muhl, Chicago LNLB, Region 13

Panelists: Wesley Kennedy, Allison, Slutskey & Kennedy, P.C.—Social Media and the NLRA: Labor Perspective

Lisa McGinnity, Frankez Radelet P.C.—Social Media and the NLRA: Management Perspective

3.4 LERA Refereed Papers I (Symposium)—Salon 6

Chair: Aristotle C. Avgar, University of Illinois at Urbana-Champaign

Presenters: J. Ryan Lamare, University of Manchester—Does it Pay to Contact the Same Voters across Multiple Elections? The Effects of Cumulative-Led Political Mobilization on Turnout

Amer Ben Nasser, University of Minnesota and Alloha Urtazan, Universidad Publica de Navarra—Computerization and Skill Bifurcation: The Role of Task Complexity in Creating Skill Gains and Losses

Jack Florio, Florida State University and Cheryl L. Maranto, Marquette University—Now and Future Unions

Daniel J. Kays and Marty Martin, DePaul University; Marsha Katz, Governors State University; and Helen Levin, DePaul University—Unions and Hospitals: Quality, Patient Satisfaction, and Net Income

Xiaohong (Shirley) Wang and Huihua Nie, Renmin University of China—The Impact of Collective Wage Agreements in China: A Firm Level Study

Discussant: Teri Curro, Southwest Airlines Pilots’ Association

12:30 - 2:15 pm LERA Distinguished Speaker Plenary Session—Honoré (Lobby Level)

Chair: Gordon R. Pavy, AFL-CIO (ret.) and President of LERA

LERA and Joint Universities Welcome Reception—Empire (Lobby Level)

Sponsored by University of Illinois at Urbana-Champaign, Cornell University, MIT, Rutgers University, University of Minnesota, Michigan State University, Penn State University

Conference Activities • 1/7/2012

Annual AFL-CIO Breakfast and Featured Speaker—Empire (Lobby Level)

Chair: Gordon R. Pavy, AFL-CIO (ret.) and President of LERA

LERA Chapter Representatives Workshops and Awards Ceremony—Salon 3

Chair: William Canak, Middle Tennessee State University

Panelists: Ronnie Castruy, Arbitrator; Douglas Drake, Federal Mediation and Conciliation Service; and Martene K. Heyser, Workplace Law Strategies—Workshop 1: Chapter Administration and Bylaws

Beverly Harris, Arbitrator/Mediator; Lavonne Ritter and Dennis Test, Federal Mediation and Conciliation Service; and Patrick Rasco, NASA—Workshop 2: Member Recruitment and Retention

Philip A. LaPorte, Georgia State University; Eric M. Mooshegian, IUOE Local 248; and Kathleen Erskine, Federal Mediation and Conciliation Service—Workshop 3: Services and Programming

4.1 Job Quality: Trends and Challenges (Symposium)—Salon 7-9

Chair: TBA

Presenters: Paul Oustman, Massachusetts Institute of Technology—Career Ladders: Prospects and Challenges

Annette Bernhardt, National Employment Law Project—All Work and No Pay: Violations of Employment and Labor Laws in Chicago, Los Angeles and New York City

Eileen Appelbaum, Center for Economic and Policy Research and Mary Gatta, Wider Opportunities for Women—Improving Job Quality in Health Care and Hospitality

Discussant: Ruth Milkman, City University of New York Graduate Center

4.2 Skills, Work, and Technology: The Increased Supply of Global Graduates and its Implications (Symposium)—Salon 12

Chair: TBA

Presenters: David Finogold, Rutgers University—India’s Talent-led Growth Model

Mingwei Liu, Rutgers University—China’s Ten-Fold Increase in Graduates: Will Labor Demand Absorb Them?

Jung-skun Sung, Institute for Adult Learning, Singapore—Changes in the UK Graduate Labor Market

Hal Salzman, Rutgers University—Global Talent Arbitrage and its Implications for the US

Discussant: Richard B. Freeman, Harvard University

4.3 LERA Refereed Papers II (Symposium)—Salon 2

Chair: Howard Stanger, Canisius College

Presenters: Zev Eisen, Northwestern University and Adam Seth Litwin, Johns Hopkins University—Ducks and Decoy: Revisiting the Exit-Voice-Loyalty Framework in Assessing the Impact of a Workplace Dispute Resolution System

Ben Kriechel, Maastricht University; Samuel Muelliemann, University of Bensheim; Harald Pfeifer and Miriam Schuette, Federal Institute for Vocational Education and Training—Works Councils, Collective Bargaining, and Apprenticeship Training

Xianghong (Shirley) Wang and Huihua Nie, Renmin University of China—The Impact of Collective Wage Agreements in China: A Firm Level Study

Joseph B. Rose, McMaster University—Centralized Bargaining and the Construction Industry

Sylvia A. Allegretto, University of California-Berkeley and Gordon Lafer, University of Oregon—Right-to-Work Legislation and Promises of Job Creation: Lessons from Oklahoma

Discussant: Gregory M. Saltzman, Albion College

4:45 - 5:40 pm LERA Refereed Papers III (Symposium)—Salon 9

Chair: Howard Stanger, Canisius College

Presenters: Zev Eisen, Northwestern University and Adam Seth Litwin, Johns Hopkins University—Ducks and Decoy: Revisiting the Exit-Voice-Loyalty Framework in Assessing the Impact of a Workplace Dispute Resolution System

Ben Kriechel, Maastricht University; Samuel Muelliemann, University of Bensheim; Harald Pfeifer and Miriam Schuette, Federal Institute for Vocational Education and Training—Works Councils, Collective Bargaining, and Apprenticeship Training

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Discussant: Gregory M. Saltzman, Albion College

8 - 10 am Concurrent Sessions


Ofer Shanore, Massachusetts Institute of Technology—Chemistry or Scars: Job Search Games and Subjective Responses to Unemployment
5.1  The Historical Development of HRM Across Nations: Patterns and Implications (Symposium)—Salon 2
Chair: Peter Feuille, University of Illinois at Urbana-Champaign
Panelists: Jacques Rojot, University of Paris—The Development of the HRM Function - France
Ithzhak Harpaz, University of Haifa—The Development of the HRM Function - Israel
Lena Gonas and Patrik Larsson, Karlstad University—The Development of the HRM Function - Sweden
Lale Tunzer, University of Istanbul—The Development of the HRM Function - Turkey
John T. Delaney, University of Pittsburgh—The Development of the HRM Function - USA
Bruce E. Kaufman, Georgia State University—Overview of 17 Countries: Lessons Learned Regarding the Roots of HRM

5.2  Employment Relations and Alternative Organizing Strategies for Workers in High-tech Occupations (Workshop)—Salon 12
Chair: Daniel Marschall, George Washington University
Panelists: Chris Benner, University of California, Davis—Craft Guilds and Social Networking to Organize High-tech Workers
Danielle van Jaarsveld, University of British Columbia—WashTech and Mutual Aid Logic in Organizing High-tech Workers
Johanna Weststar, Saint Mary’s University—Occupational Community: Opportunity or Threat to Collective Action Among Video Game Developers?
Chip McCormick, CommerceHub—Alternate Organizational Forms of Open Source Software Developers Discussant: Paul Almeida, AFL-CIO

5.3  The Great Debate about the Public Sector (Symposium)—Salon 7-9
Co-Chairs: David Lewin, University of California-Los Angeles and Harry C. Katz, Cornell University
President: Craig DiSenzo, University of Illinois at Urbana-Champaign—Teacher Pay and Health Benefits: Evidence from Wisconsin and Illinois
Jeffrey H. Keefe, Rutgers University—Public/Private Sector Compensation Comparisons and Differentials: National and State Level Evidence
Saul Rubinstein, Rutgers University and Joel Cutcher-Gershenfeld, University of Illinois at Urbana-Champaign—Labor-Market Innovation in the Public Sector
Thomas A. Kochan, Massachusetts Institute of Technology—Transformational Strategy for Public Sector Labor, Management and Policy Makers
Discussants: Bonnie Prouty Castrey, Mediator/Arbitrator
Lisa M. Lynch, Brandeis University

LERA Presidential Luncheon—Empire (Lobby Level)
Chair: David Lewin, University of California-Los Angeles
Featured Speaker: Gordon R. Pavy, AFL-CIO (ret.) and President of LERA

Saturday
9 - 11 am
4.4 LERA Poster Sessions I and II (Symposium)—Crystal
Chair: Robert C. Hoell, Georgia Southern University
Presenter: Jing Wang, Saint Mary’s University and Byron Lee, University of Toronto—Does Meeting Employees’ Preference of Hours Pay off: An Empirical Study of Canadian Workers
Huan Ni, Govind Hariharan and Xiao Huang, Kennesaw State University—Understanding the Differences in Longevity Expectancy between Older American Entrepreneurs and Their Peers
Edward Hertenstein and Helena Werten, University of Illinois at Urbana-Champaign and Michelle Kaminski, Michigan State University—Following the Work: Case Studies of Public Sector Unions Organizing in the Private Sector
Chunyun Li, Rutgers University—Does Unions’ Voice Matter in Chinese Workplace? Evidence from 1268 Firms in China
Edwin W. Arnold, Auburn Montgomery—Certification Elections in Hospital and Non-hospital Healthcare Industry Segments
Timothy J. Kearney and Peter Tomanoff, Marquette University—Factors Related to Employment Spells
Helen LaVan and Yvette Lopez, DePaul University and Marsha Katz, Governors State University—Spillover of Domestic Violence into the Workplace: Where We Stand
Kristian E. Braeckkan and Rebecca Krocak, Gustavus Adolphus College—From Breach to Violation: An Examination of the Moderating Role of Union Instrumentality upon Perceptions of Psychological Contract Breach and Violations
Bercu Bolkabasi and Erik Young, University of Illinois at Urbana-Champaign—Antecedents of Union Loyalty and Membership: The Impact of Pro-union Attitudes, Union Instrumentality, and Procedural Justice
Ji-Young Ahn and Jihye Hong, Ewha Womans University—Who Stays and Who Leaves: CEO Change and Non-CEO Top Executive Turnover
Yoshio Yanadori and Danielle van Jaarsveld, University of British Columbia—High-Involvement Work Practices from Employees’ Perspectives: The Relationship among Individual Practices and Performance Effect on High Involvement Work Practice Indices
Timothy D. Chandler, Louisiana State University and Rafeal Gely, University of Missouri—Card-check Laws and Public Sector Union Membership
Francesco L. Galassi, Independent Research Professional—Labour Rights and Export Performance
Elin Hatton, State University of New York at Buffalo—Blocking Unions and Breaking Strikes: Employers’ Use of Tems during Labor Disputes
Carris G. Donald, John D. Raifston and Sarah Adhikari, University of Louisville—Analysis of Labor Arbitration Decisions Regarding Workplace Safety & Health: 1979-2010
Leonard C. Scott, Consultant—America Needs a New Set of Labor Laws
Michael H. LeRoy, University of Illinois at Urbana-Champaign—Solidarity for Never: Does the Sherman Antitrust Act Subvert Collective Bargaining in Professional Sports?
Patrice Laroche, Nancy Université and Chris Doucouliagos, Deakin University—Labour Rights and Export Performance
Barbara Yasseri, University of Illinois at Urbana-Champaign—New Technologies Demand New Sociotechnical Work Design and Capabilities
Franck Bietry, Université de Caen and Patrice Laroche, Nancy Université—Beyond Conflict: An Investigation of the Relationships between Union, Career and Organizational Commitments

For complete Program and updated meetings schedule, visit www.LERAweb.org
**6.3 Bargaining for Quality: Labor Management Relations and the Delivery of High Quality Health Care**

Chair: Jody Hoffer Gittelsohn, Brandeis University

Presenters: Rebecca Givan, Cornell University—Providing Socialized Health Care: Unions in the Indian Health Service and Veterans' Administration; Paul F. Clark and Julie Sadler, Pennsylvania State University and Ariel C. Agar, University of Illinois at Urbana-Champaign—Partnership for Patients: A Case Study of Unit-based Collaboration in Health Care; Peter Lazars and Maria Figueroa, Cornell University and Carla Katz, CWA Local 1034—Why Labor-Management Partnerships Have Made A Difference; Joanne Spetz, University of California, San Francisco; Michael Ash, University of Massachusetts-Amherst; Jean Ann Seago, Carolina Herrera and Dennis Keane, University of California, San Francisco—Strategy or Tactics? Factors Associated with the Growth of RN Unions

Discussants: Stephen Bach, Kings College London; Mary McDonald, AFT HealthCare

**6.4 AILR/LERA Best Papers Session (Symposium)—Salon 1**

Chair: Paul J. Gollan, Macquarie University

Presenters: Ian Greer, Mark Stuart and Ian Greenwood, University of Leeds—The System Versus the Street: Employment and Contracting in the International Welfare-to-work Industry; Saul Rubinstein and John McCarthy, Rutgers University—Reforming U.S. Public School Systems Through Sustained Union-Management Collaborative Partnerships; Brendan Sweeney, Queen's University—Comparative Employment Relations Research and Cross-Border Regions: the Case of Cascadia’s Forest Industry; Jonathan Hamberger, Macquarie University—The Development of a Dual System for the Resolution of Workplace Disputes in Australia

**Junior Scholars Session (Symposium)—Salon 2**

Chair: Jody Hoffer Gittelsohn, Brandeis University

Presenters: Michelle Trubach, University of Modena and Reggio Emilia—Young Workers in Recessionary Times: The American Experience; Susan Bisom-Rapp, Thomas Jefferson School of Law—Older Workers in Recessionary Times: The American Experience; Michael Quinlan, The University of New South Wales—How Precarious Employment Damages Health: Evidence from Australia

Discussants: Malcolm Sargeant, Middlesex University in London; Felicity Lamm, AUT University

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**6.5 Bargaining for Quality: Labor Management Relations and the Delivery of High Quality Health Care**

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**Sunday**

8 - 10 am

**7.2 The Impact of the Great Recession on Public Sector Employment, LERA Research Volume Preview (Symposium)—Salon 7**

Chair: Daniel J.B. Mitchell, University of California-Los Angeles—Effect of the Great Recession on California’s State Public Employment and Labor Relations

Presenters: Keith A. Bender and John S. Heywood, University of Wisconsin-Milwaukee—Trends in the Compensation of State and Local Employees; Christian E. Wolter, University of Massachusetts-Boston and Ilana Boivie, National Institute on Retirement Security—Public Pension and Employment Relations in the Public Sector after the Great Recession; Ellen Dannin, Pennsylvania State University—Privatization and the Great Recession

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8 - 10 am

**7.6 AILR/LERA Best Papers Session (Symposium)—Salon 1**

Chair: Paul J. Gollan, Macquarie University

Presenters: Ian Greer, Mark Stuart and Ian Greenwood, University of Leeds—The System Versus the Street: Employment and Contracting in the International Welfare-to-work Industry; Saul Rubinstein and John McCarthy, Rutgers University—Reforming U.S. Public School Systems Through Sustained Union-Management Collaborative Partnerships; Brendan Sweeney, Queen's University—Comparative Employment Relations Research and Cross-Border Regions: the Case of Cascadia’s Forest Industry; Jonathan Hamberger, Macquarie University—The Development of a Dual System for the Resolution of Workplace Disputes in Australia

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10:15 am - 12:15 pm

Concurrent Sessions

**8.1 Does Community Organizing Make Sense? Trade Unions Perspectives from around the World (Symposium)—Salon 12**

Chair: TBA

Presenters: Jane Holgate, University of Leeds—Challenges to Effective Engagement of Trade Unions in Broad-based Community Alliances: A Comparative Study of London and Sydney; Malte Tapia, Cornell University—The Diffusion of a ‘Mobilizing Culture’? Community Organizing in Boston and Berlin; Jo McBride, University of Bradford—Taking Workplace Unionism into the Community: An Example from the North of England; Paul Stewart, University of Strathclyde—Union Disorganizing, Community Organizing: Labor and Migrant Communities in the North of Ireland’s sectarian Society; Amanda Tattersall, University of Sydney—Using Community Building to Build Strong Labor-community Coalitions

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10:15 am - 12:15 pm

Concurrent Sessions

**8.2 Creating a Climate of Employee Voice (Workshop)—Salon 7**

Chair: Adamle E. Eaton, Rutgers University


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12:15 pm

**Adjourn**
LERA PACKET PICK-UP AUTHORIZATION FORM

(This is NOT the registration form. You must register separately.)

Let us stand in line for you and have your registration packet ready at The Palmer House® January 5-8, 2012.

Through special arrangements made with ASSA, you can authorize the LERA office staff to pick up your ASSA registration packet, badge, and program for you and hold it at the LERA Information Desk at The Palmer House® in Chicago. Avoid long ASSA registration lines at another hotel by completing this form online (LERA website) or filling out the form below and sending it along with your ASSA registration form to the ASSA.

LERA staff is authorized only to pick up packets for those who complete the form. If you do not fill out this form, you will need to pick up your packet at the ASSA Registration Desk at the Hyatt Regency.

Instructions: To authorize LERA to pick up your badge and packet and hold for you at the LERA hotel (The Palmer House®), complete this form online by December 10, 2011 at http://www.LERAweb.org/meeting/64th-lera-annual-meeting/packet-pickup-form

or complete and mail or fax to the ASSA with your registration form by December 1, 2011.

**FIRST NAME** M **LAST NAME**

**CITY** **ST** **ZIP/POSTCODE**

**COUNTRY** **EMAIL**

**PHONE**

**UNIVERSITY/BUSINESS AFFILIATION**

**SIGNATURE** **DATE**

☐ YES, I wish to pick up my Registration Packet at The Palmer House® in Chicago, where LERA Meetings will take place.

I authorize LERA office staff to pick up my badge and packet from ASSA and hold it for me at the LERA Information Desk at The Palmer House®.

☐ No, I prefer to pick up my packet at the ASSA Registration Desk at the Hyatt Regency in Chicago.

Complete this form online at: http://www.LERAweb.org/meeting/64th-lera-annual-meeting/packet-pickup-form

by December 10 or complete and submit this authorization form to ASSA with your registration by Dec 1

Mail to: ASSA Registration Office, 2014 Broadway – Suite 305, Nashville, TN 37203 or Fax: 615/343-2986

NOTE: There is no extra fee for the LERA Packet Pick-Up Service.
1. REGISTER FIRST—Pre-registration Begins September 13, 2011. Early-birds Save.

Complete the ASSA registration form online or print a paper form from the ASSA webpage and send it to ASSA before December 1, 2011. Registration is only $75 for the full conference. Students and spouses may register for only $35. After December 1, you may still register online but fees increase to $125/$55. You must register to access the discounted room reservation service.

2. COMPLETE THE PACKET PICKUP FORM ONLINE AT THE LERA WEBSITE, OR COMPLETE THE FORM ON PAGE 14 AND FAX TO ASSA WITH YOUR REGISTRATION.

Avoid long registration lines at the Hyatt to pick up your badge and packet! If you pre-register, you can authorize us to stand in the registration line for you, pick up your ASSA badge and registration packet, and have it ready for you at The Palmer House®, when you arrive for the meeting. But you must complete the Packet Pickup Form online at the LERA website before December 10, 2011 to take advantage of this special service to LERA attendees. Two minutes now will save you the hassle of standing in long lines in Chicago.

www.LERAweb.org/meeting/64th-lera-annual-meeting/packet-pickup-form

3. RESERVE YOUR HOTEL ROOM at The Palmer House®—Where the LERA action is!

Pre-register early and lock in a hotel room at The Palmer House®, where all LERA meetings will be. Only a limited number of rooms are available at each hotel and space is available on a first come-first serve basis each year. How it works: After you pre-register for the conference, ASSA will provide you an identification number that is required to access to hotel reservations. If you register online, you will get an email confirmation containing your registration ID number within minutes; if you register by fax, your confirmation and ID number will be sent to you by email within three days; if you register by mail, the confirmation and ID number will be emailed to you within 2 weeks. If you do not receive a confirmation within these time frames, contact the ASSA staff at assa@vanderbilt.edu. If you do not have access to email, call 615-322-3509.

QUICK LINKS:
ASSA (from September 13) for registration, hotel rooms, other information: www.vanderbilt.edu/AEA
LERA for complete program information and Packet Pickup Form: www.leraweb.org/meetings

Labor and Employment Relations Association
University of Illinois at Urbana-Champaign
504 East Armory Avenue, Room 121
Champaign, IL 61820

www.LERAweb.org