

CHICAGO

**64TH ANNUAL MEETING
THE PALMER HOUSE® HILTON
17 EAST MONROE STREET**

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

LERA 64th Annual Meeting CHICAGO, IL — January 6-8, 2012

The Palmer House® Hilton, 17 East Monroe Street

Meeting Information

LERA 64th Annual Meeting

Friday – Sunday, January 6-8, 2012

Pre-conference Day Activities and Meetings on Thursday, January 5, 2012

Notable Events

ASSA Welcome Reception

January 5, 7 – 9 pm

Those who pre-register are invited to attend the Annual ASSA Welcome Reception. You can get a free drink coupon for the reception when you RSVP on the pre-registration form. You will get your drink ticket when you pick up your registration packet. Heavy hors d'oeuvres, live entertainment, and door prizes are just a sample of what to expect.

Joint University's Welcome Reception

Friday, January 6, 6 – 7:30 pm

A reception for LERA participants, alumni, and friends will be held at The Palmer House® following the Distinguished Speaker Plenary. Hors d'oeuvres will be served and a cash bar will be available. Connect with awardees, alumni and colleagues. The Reception is sponsored by the IR/HR schools and centers at the Rutgers University, University of Minnesota, Cornell University, University of Illinois, Michigan State University, Penn State University, and MIT.

LERA Presidential Luncheon

Saturday, January 7, 12:30 – 2:15 pm

The LERA Presidential Luncheon will feature LERA President Gordon R. Pavy, AFL-CIO (ret.), and will honor a Lifetime Achievement Awardee. This popular event usually sells out, so be sure to reserve your seat on your ASSA registration form.

LERA General Membership Meeting and Awards Ceremony

Saturday, January 7, 6 – 7 pm

The LERA General Membership Meeting and Awards Ceremony will be chaired by LERA President Gordon R. Pavy, AFL-CIO (ret.). Association business will be briefly discussed and the presentation of LERA Awards and Chapter recognition will be made.

LERA 64th Annual Meeting Program Committee

Chair: Gordon Pavy, AFL-CIO, LERA President Elect

Co-Vice Chairs: Charles Whalen, Congressional Budget Office (Academic)
Bonnie Summers, BlueCross BlueShield Association (Practitioner)

Members: Ralph Craviso, Craviso & Associates; Todd Dickey, PhD Student, Cornell University;
Jody Hoffer Gittell, Brandeis University; Owen Herrstadt, International Association of Machinists;
Revae Moran, Mediator/Arbitrator; and Jeffrey Wenger, University of Georgia

Ex Officio: Eileen Appelbaum, Center for Economic and Policy Research, LERA Past President; William Canak, Middle Tennessee State University, NCAC Chair; Françoise Carré, University of Massachusetts-Boston, LERA Co-Editor-in-Chief; Peter Feuille, University of Illinois at Urbana-Champaign, LERA Secretary/Treasurer; Bob Hoell, Georgia Southern University, Chair, LERA Poster Session; and David Lewin, UCLA and LERA President Elect

Preconference Day Activities and Meetings • Thursday 1/5/2012

- 9 am - 5 pm **LERA 14th Annual Ph.D. Student Consortium—Salon 3**
Co-Chairs: Maite Tapia, Cornell University and Aruna Ranganathan, Massachusetts Institute of Technology
- 10 - 11:30 am **LERA Grants and Sponsorship Committee—Madison**
Chair: Marlene K. Heyser, Workplace Law Strategies
- 11 am - 12:50 pm **Contemporary Public Sector Labor Law Issues in Higher Education, LERA Higher Education Industry Council Meeting—Logan**
Co-Chairs: Michael Loconto, Harvard University and Judith Stiliz Ogden, Clayton State University
- 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: Patrick Gunnigle, University of Limerick
Presenters: Phil Almond, Anthony Ferner and Olga Tregaskis, De Montfort University—"Who Do I Talk to in Order to Make That Happen?": *Multinationals, Skills and Economic Development in England's Regions* Maria C. Gonzalez, University of Oviedo; Javier Quintanilla, IESE; Phil Almond and Anthony Ferner, De Montfort University; and David Luque Balbona, University of Oviedo—*Multinationals and Sub-national Governance Actors in the Autonomous Communities of Spain: The Cases of Asturias and Madrid* Jonathan Lavelle, Sinéad Monaghan and Patrick Gunnigle, University of Limerick—*Industrial Relations and the Attraction and Retention of Foreign Direct Investment: A Subnational Perspective* Gregor Murray, Université de Montréal; Tod Rutherford and Matthieu Pelard, Syracuse University—*Foreign Direct Investors and Labour Market Governance in Quebec and Ontario*
- 11:30 am - 1 pm **LERA National Chapter Advisory Committee—Cresthill**
Co-Chairs: William Canak, Middle Tennessee State University and Bonnie Castrey, Arbitrator
- 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 DeLucia, Airline Industrial Relations Council; and Andrew von Nordenflycht, Simon Fraser University
- 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**
Co-Chairs: Thomas J. Schneider, Restructuring Associates, Inc.; Stephen A. Rayburn, Pacific Gas & Electric Company; and Jim Voye, International Brotherhood of Electrical Workers
- 1:30 - 3:30 pm **LERA Finance and Membership Committee Meeting—Cresthill**
Co-Chairs: Bonnie Castrey, Arbitrator and Jeffrey H. Keefe, 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 Pruitt, Kaiser Permanente
- 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**
Chair: Thomas A. Kochan, Massachusetts Institute of Technology
Presenters: Rosemary Batt, Cornell University—*Financialization* Thomas A. Kochan, Massachusetts Institute of Technology and Barry Bluestone, Northeastern University—*Public Sector Collective Bargaining: A Look at Several States Since Wisconsin* Till von Wachter, Columbia University and Lisa M. Lynch, Brandeis University—*Jobs Recovery from the Great Recession and the Shape of Economic Things to Come*
- 3 - 4:30 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.
- 3:45 - 5:45 pm **LERA Development and Contributions Committee Meeting—Cresthill**
Chair: Ralph P. Craviso, Craviso & Associates
- 4:30 - 6 pm **LERA Editorial Committee Meeting—Madison**
Co-Chairs: Françoise Carré and Christian E. Weller, University of Massachusetts-Boston
- 4:30 - 6 pm **LERA Industry Council 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



Friday

Conference Activities • 1/6/2012

8 – 10 am

Concurrent Sessions

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

Presenters: Deborah M. Figart and Ellen Mutari, The Richard Stockton College of New Jersey and Marilyn Power, Sarah Lawrence College—*Thinking Past Disutility: Feminist Economics of Work and Labor*

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

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

Randy Albelda and Michael Carr, University of Massachusetts-Boston—*The New Working Poor? A look at Low-wage and Low-income Men and Women Workers, 1979-2009*

Discussant: Marianne Ferber, 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 Bielski Boris, University of Illinois at Urbana-Champaign—*Analysis of Union Renewal Efforts: Politics, Voice and Organizing*

Jose 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 Lewin, University of California-Los Angeles



Friday

continued

10:15 am - 12:15 pm

Concurrent Sessions

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

Chair: Stephen A. Woodbury, Michigan State University

Presenters: Susan N. Houseman, W.E. Upjohn Institute for Employment Research; Anne Polivka and Matthew Dey, U.S. Bureau of Labor Statistics—*Manufacturers' Outsourcing to Staffing Services*

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 Troske, University of Kentucky
Sari Pekkala Ker, Wellesley College

2.2 Giving Meaning to Work: How Conceptualizations of Work Affect Research, Practice, Policy, 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 Folbre, 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*

Ellen Dannin, 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 Capece, 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*

Philip A. LaPorte, Georgia State University—*Federal and State Efforts to Reduce Payroll Fraud*

Discussants: William Canak, Middle Tennessee State University

10 am - 1 pm

UCIRHRP 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. Johansson, 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 Fincher, 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 Dannin, 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



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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 Chichun 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 Employee Premium Copayments*
Masaki Nakabayashi, University of Tokyo—*Schooling, Employer Learning, and Internal Labor Market Effects: Wage Dynamics and Human Capital Investment in the Japanese Steel Industry, 1930-1960*
Ofer Sharone, Massachusetts Institute of Technology—*Chemistry or Specs: 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 Bensman, Rutgers University and Owen E. Herrstadt, 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 (IAUs) 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: Gabriel Gershenfeld, Cleveland Indians and Michael Wasser, American Rights at Work
Presenters: Sean Sansiveri, AFL-CIO—*Sports Collective Bargaining: Sports Labor Perspective*
William Briggs, National Football League—*Sports Collective Bargaining: Sports Management Perspective*
Arlene Holt-Baker, AFL-CIO—*Impact of Sports Collective Bargaining on Labor in America*
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 NLRB, Region 13
Panelists: Wesley Kennedy, Allison, Slutsky & Kennedy, P.C.—*Social Media and the NLRA: Labor Perspective*
Lisa McGarrity, Franczek Radelet P.C.—*Social Media and the NLRA: Management Perspective*

3.4 LERA Refereed Papers I (Symposium)—Salon 6

Chair: Ariel 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 Labor-Led Political Mobilization on Turnout*
Avner Ben-Ner, University of Minnesota and Ainhoa Urtasun, Universidad Pública de Navarra—*Computerization and Skill Bifurcation: The Role of Task Complexity in Creating Skill Gains and Losses*
Jack Fiorito, Florida State University and Cheryl L. Maranto, Marquette University—*Now and Future Unions*
Daniel J. Koys and Marty Martin, DePaul University; Marsha Katz, Governors State University; and Helen LaVan, DePaul University—*Unions and Hospitals: Quality, Patient Satisfaction, and Net Income*
Xiangmin (Helen) Liu, Pennsylvania State University—*Effects of Stock Markets on the Adoption of Temporary Employment Contracts: Evidence from China*
Discussant: Teri Curro, Southwest Airlines Pilots' Association

Friday

continued

4:45 - 5:45 pm

LERA Distinguished Speaker Plenary Session—Honoré (Lobby Level)

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

6 - 7:30 pm

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

Saturday

Conference Activities • 1/7/2012

7 - 8 am

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

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

8 - 10 am

LERA Chapter Representatives Workshops and Awards Ceremony—Salon 3

Chair: William Canak, Middle Tennessee State University
Panelists: Bonnie Castrey, Arbitrator; Douglas Drake, Federal Mediation and Conciliation Service; and Marlene K. Heyser, Workplace Law Strategies—*Workshop 1: Chapter Administration and Bylaws*
Beverly Harrison, Arbitrator/Mediator; Lavonne Ritter and Dennis Teel, 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 148; and Kathleen Erskine, Federal Mediation and Conciliation Service—*Workshop 3: Services and Programming*

8 - 10 am

Concurrent Sessions

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

Chair: TBA
Presenters: Paul Osterman, 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 Finegold, Rutgers University—*India's Talent-led Growth Model*
Mingwei Liu, Rutgers University—*China's Ten-Fold Increase in Graduates: Will Labor Demand Absorb Them?*
Johnny 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 Eigen, Northwestern University and Adam Seth Litwin, Johns Hopkins University—*Ducks and Decoys: Revisiting the Exit-Voice-Loyalty Framework in Assessing the Impact of a Workplace Dispute Resolution System*
Ben Kriechel, Maastricht University; Samuel Muehleemann, University of Berne; 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

Saturday

9 - 11 am

continued

4.4 LERA Poster Sessions I and II (Symposium)—Crystal

Chair: Robert C. Hoell, Georgia Southern University

Presenters: 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 Worthen, 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*

Russell Ormiston, Allegheny College—*High School Employment and the Development of Occupation-specific Human Capital*

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. Keaveny and Peter Toumanoff, 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. Braekkan 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*

Burcu Bolukbasi 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 Rafael Gely, University of Missouri—*Card-check Laws and Public Sector Union Membership*

Francesco L. Galassi, Independent Research Professional—*Labour Rights and Export Performance*

Reuben Domike, Wendy R. Carroll and Scott Wilson, University of Prince Edward Island—*Developing A Canadian Economic Dashboard: A US-Canadian Comparison*

Erin Hatton, State University of New York at Buffalo—*Blocking Unions and Breaking Strikes: Employers' Use of Temps during Labor Disputes*

Carrie G. Donald, John D. Ralston and Sarin 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—*Unions, Innovation, and Technology Adoption: New Insights from the Cross-country Evidence*

Betty Barrett, 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 Commitment Conflict: An Investigation of the Relationships between Union, Career and Organizational Commitments*

10:15 am - 12:15 pm

Concurrent Sessions

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*

Itzhak Harpaz, University of Haifa—*The Development of the HRM Function - Israel*

Lena Gonäs and Patrik Larsson, Karlstad University—*The Development of the HRM Function - Sweden*

Lale Tuzuner, 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*

Saturday

10:15 am - 12:15 pm

continued

Concurrent Sessions

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—*Alternative 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

Presenters: Craig Olson, 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*

Teresa Ghilarducci, The New School for Social Research—*Public Sector Fringe Benefits: Fact & Fiction*

Saul Rubinstein, Rutgers University and Joel Cutcher-Gershenfeld, University of Illinois at Urbana-Champaign—*Labor-Management 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

12:30 - 2:15 pm

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

2:30 - 4:30 pm

Concurrent Sessions

6.1 Comparative Perspectives on Investment Funds and their Impact on Employment and Labor Relations (Symposium)—Salon 2

Chair: Sanford M. Jacoby, University of California-Los Angeles

Presenters: Andrew Pendleton, University of York and Howard Gospel, King's College London—*Impact of Investment Funds on Firm Restructuring and Employment in Europe*

Rosemary Batt, Cornell University and Eileen Appelbaum, Center for Economic and Policy Research—*Alternative Investment Funds and Their Impact on US Labor and Employment Relations*

Gerald Davis, University of Michigan—*Finance Capitalism 2.0: How Fidelity Became the New JP Morgan*

6.2 Union Strategic Research: A Closer Look (Workshop)—Salon 7-9

Chair: Jack Fiorito, Florida State University

Panelists: Emily E. LaBarbera Twarog, University of Illinois at Urbana-Champaign—*Research as Power: Understanding the Evolution of Strategic Research*

Mathias Bolton, Retail, Wholesale, and Department Store Union—*Teaching Union Research*

Chris Tilly, University of California-Los Angeles—*Analyze to Win: How Strategic Has Revolutionized Union Organizing ... Or Has It?*

Henry Tamarin, UNITE-HERE Local 1—*UNITE-HERE, Hotel Workers Rising, and the Uses of Research*

Discussant: Iain D. Gold, International Brotherhood of Teamsters—*How the Teamsters Use Strategic Research*



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Saturday

continued

2:30 - 4:30 pm

6.3 Bargaining for Quality: Labor Management Relations and the Delivery of High Quality Health Care (Symposium)—Salon 12

Chair: Jody Hoffer Gittel, 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. Avgar, University of Illinois at Urbana-Champaign—*Partnering for Patients: A Case Study of Unit-based Collaboration in Health Care*

Peter Lazes 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*

2:30 - 4:30 pm

IIRA Studies Group Meeting—Salon 3

Chair: Daniel J.B. Mitchell, University of California-Los Angeles

4:45 - 5:45 pm

LERA Distinguished Panel Plenary Session—Honoré (Lobby Level)

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

Featured Speaker: TBA

6 - 7 pm

LERA General Membership Meeting and Awards Ceremony—Honoré (Lobby Level)

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

Sunday

Conference Activities • 1/8/2012

8 - 10 am

Concurrent Sessions

7.1 Vulnerable Workers; Precarious Work: A Global Perspective (Symposium)—Salon 12

Chair: Janice Bellace, University of Pennsylvania

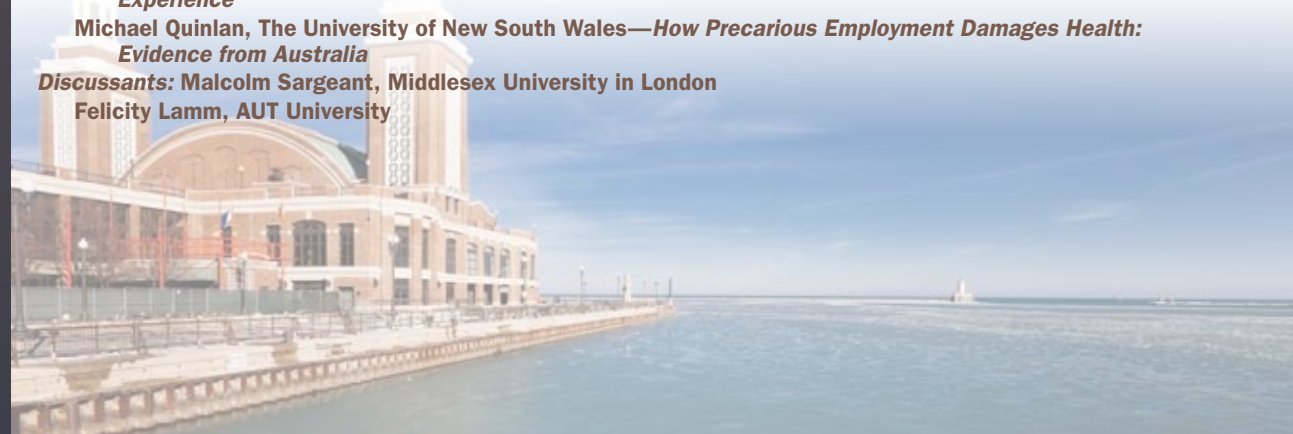
Presenters: Michele Tiraboschi, University of Modena and Reggio Emilia—*Young Workers in Recessionary Times: The European Experience*

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



Sunday

continued

8 - 10 am

7.2 The Impact of the Great Recession on Public Sector Employment, LERA Research Volume Preview (Symposium)—Salon 7-9

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. Weller, 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*

7.3 The Outcome Effects of Unionization on Care Workers (Workshop)—Salon 2

Chair: J. Ryan Lamare, University of Manchester

Presenters: Linda Houser, Rutgers University—*Unionized Home-based Child Care Providers in New Jersey*

Gary Burris, Economic Opportunity Institute—*Impact of Training on License Exempt Child Care Providers*

Michelle M. Chen, Florida International University; David C. Grabowski, Harvard University; Aaron J. Sojourner and Robert J. Town, University of Minnesota—*Effects of Unions in Nursing Homes*

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—*The Effect of*

Hospital Unions on Nurse Staffing and Patient Outcomes

8 - 10 am

LERA 65th Annual Meeting Program Committee Meeting II—Cresthill

Chair: David Lewin, University of California-Los Angeles

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*

Maite 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 Organizing to Build Strong Labor-community Coalitions*

8.2 Creating a Climate of Employee Voice (Workshop)—Salon 7-9

Chair: Adrienne E. Eaton, Rutgers University

Presenters: Peter Berg, Ellen Ernst Kossek, Kaumudi Misra and Dale Belman, Michigan State University—*Do Unions Matter for Work-Life Flexibility Policy Access and Use?*

Lonnie Golden, Pennsylvania State University-Abington; Susan Lambert and Julia Henly, University of Chicago—*Flexibility and Control for Workers: Path to Employee Happiness?*

Douglas Mahony, Lehigh University—*The Efficacy of Peer Review Panels as Systems of Employee Voice*

Debra L. Casey, Pennsylvania State University-Abington—*Facilitating Employee Voice through Workplace Structures: Is there a Relationship to Organizational Innovation?*

Discussants: David Lewin, University of California-Los Angeles

Ann C. Frost, University of Western Ontario

8.3 Whistleblowing as Workers' Voice and Institutional Tactic: Recent Developments in the Law and Potential Tactical Use (Workshop)—Salon 2

Chair: E. Patrick McDermott, Salisbury University

Panelists: Daniel E. Campbell, International Longshoremens Local #2001—*NGO Use of Whistleblower Law Under Dodd-Frank and SOX*

Manfred Elfstrom, Cornell University—*Can Dodd-Frank and Other Whistleblowing Laws be Used to Influence U.S. Corporations' in China?*

Discussant: Earl Brown, Solidarity Center

12:15 pm

Adjourn

ASSA 2012 MEETING INFORMATION

Chicago, IL — JANUARY 6-8, 2012

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Registration booklets will not be mailed or faxed unless requested. Contact ASSA by email at assa@vanderbilt.edu, phone: 615/322-3509, or fax 615/343-7590.

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 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.

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Complete this form online at:

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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.

LERA 64th Annual Meeting, Chicago, IL — Sessions at a Glance by Track

Tracks→	International/ Comparative IR	Labor Economics/ Labor Markets	Industry Studies/ Work & Occupations	Unions and Employee Voice	Law, Regulation, Dispute Resolution	Labor- Management Relations	Academic Papers or Events
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FRIDAY, January 6, 2012

8:00 am – 10:00 am Session Block 1	1.1 Enforcement of Labor Rights in Developing Countries	1.2 Still Between Work and Home-Women in Today's Labor Market		1.3 New & Strategic Approaches to Worker Representation Innovative Union Practices			LERA Program Committee Meeting I 8:45 – 10 am
10:15 am – 12:15 pm Session Block 2		2.1 Role of Staffing Service in the New Economy	2.2 Giving Meaning to Work: How Concepts of Work Affect Research, Policy, and Social Justice		2.3 Innovations in Payroll Fraud		UCIRHRP Deans & Directors Meeting 10:15 am – 1 pm

12:30 – 2:15 pm — LERA Section meetings over lunch slot

2:30 pm – 4:30 pm Session Block 3	3.1 Alternative Forms of Worker Representation: Lessons from Selected Countries			3.2 Impact of Sports Collective Bargaining on Unions in Society		3.3 Social Media and the National Labor Relations Act- Chicago LERA Chapter (Host)	3.4 Refereed Papers I
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4:45 – 5:45 pm — Afternoon Distinguished Plenary, Speakers TBA

6:00 – 7:30 pm — LERA and Joint Universities Welcome Reception

SATURDAY, January 7, 2012

8:00 am – 10:00 am Session Block 4		4.1 Job Quality: Trends and Challenges	4.2 Skills, Work and Technology: Increased Supply of Global Graduates and Implications				AFL-CIO Breakfast 7 – 8 am NCAC Rep Meeting 8 – 10 am 4.3 Refereed Papers I I
10:15 am – 12:15 pm Session Block 5	5.1 Historical Development of HRM Across Nations: Patterns and Implications		5.2 Empl. Relations and Alternative Organizing Strategies for Workers in High Tech Occupations		5.3 Great Debate on Public Sector Employment		4.4 LERA Poster Session 9 – 11 am

12:30 – 2:15 pm — Presidential Lunch, Featuring Gordon Pavy and Chaired by David Lewin

2:30 pm – 4:30 pm Session Block 6	6.1 Comparative Perspectives on Investment Funds and Impact on Employment & Labor Relations			6.2 Union Strategic Research: A Closer Look		6.3 Bargaining for Quality: Labor-Mgmt. Relations and the Delivery of High Quality Health Care	6.4 AILR/LERA Best Papers Competition
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4:45 – 5:45 pm — Afternoon Distinguished Plenary, Speakers TBA

6:00 – 7:00 pm — LERA General Membership Meeting and Awards Ceremony, Chaired by Gordon Pavy

SUNDAY, January 8, 2012

8:00 am – 10:00 am Session Block 7	7.1 Vulnerable Workers: Precarious Work: A Global Perspective	7.2 Impact of the Great Recession on Public Sector Employment: LERA Research Volume Preview	7.3 Outcome Effects of Unionization on Care Workers				LERA Program Committee Meeting II 8 - 10 am
10:15 am – 12:15 pm Session Block 8	8.1 Does Community Organizing Make Sense? Trade Union Perspectives from Around World			8.2 Creating a Climate of Employee Voice	8.3 Whistle-blowing as Workers' Voice and Institutional Tactic		

MEETING ADJOURNED AT 12:15 pm

64th LERA Annual Meeting, Chicago, IL

January 6-8, 2012,

Pre-conference Day, January 5

How to Pre-register
and Save

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

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