



63rd ANNUAL MEETING

DENVER, CO

WESTIN TABOR CENTER • JANUARY 7-9, 2011

LERA

Search for Presenters
on the Program:

Thursday Preconference Activities • 1/6/2011

- 8:45 a.m. - 9:00 a.m. LERA/URPE/LAWCHA--"Labor Across the Boundaries: A New Collaboration of US Labor and Employment Relations, Political Economy, and Labor and Working Class History - Welcoming Remarks and Introduction"—Continental A
Presenter: Michael Hillard, University of Southern Maine—*Converging Differences: Thoughts on the Overlapping and Contradictory Projects of U.S. Political Economy, Industrial Relations and Labor and Working Class History*
- 9:00 a.m. - 10:00 a.m. LERA/URPE/LAWCHA--"Labor Across the Boundaries: Roundtable Perspectives on Labor from Three Disciplines: A Conversation"—Continental A
Panelists: Bruce Laurie, University of Massachusetts-Amherst
Thomas A. Kochan, Massachusetts Institute of Technology
Richard McIntyre, University of Rhode Island
- 9:00 a.m. - 5:00 p.m. LERA 13th Annual Ph.D. Student Consortium—Continental B
Co-Chairs: Tamara Lee and Todd Dickey, Cornell University
- 10:00 a.m. - 11:30 a.m. LERA Grants and Sponsorships Committee Meeting—McCourt
Chair: Marlene K. Heyser, Workplace Law Strategies
- 10:00 a.m. - 11:50 a.m. LERA Public Sector (Federal) Industry Council Meeting—Blake
Co-Chairs: Marick Masters, Wayne State University and Michael Filler, International Brotherhood of Teamsters
- 10:10 a.m. - 12:00 p.m. LERA/URPE/LAWCHA--"Labor Across the Boundaries: Evolution and Devolution of the New Deal Era in Historical Context: 1900-2010"—Continental A
Featured Speaker: Nelson Lichtenstein, University of California-Santa Barbara—*Evolution and Devolution of the New Deal Era in Historical Context: 1900-2010*
Discussants: Jennifer Klein, Yale University
Sanford M. Jacoby, University of California-Los Angeles
Ron Blackwell, AFL-CIO
Michael Hillard, University of Southern Maine
- 11:00 a.m. - 12:50 p.m. LERA Higher Education Industry Council Business Meeting—Curtis
Co-Chairs: Michael Loconto, Harvard University and Judith Stilz Ogden, Clayton State University
- 11:30 a.m. - 1:00 p.m. LERA National Chapter Advisory Committee Meeting—Lawrence B
Co-Chairs: William Canak, Middle Tennessee State University and Bonnie Prouty Castrey, Mediator/Arbitrator
- 12:00 p.m. - 1:15 p.m. LERA/URPE/LAWCHA--"Labor Across the Boundaries: Brownbag Lunch and Roundtable Interdisciplinary Discussions"—Continental A
Chair: Michael Hillard, University of Southern Maine
- 12:00 p.m. - 1:30 p.m. LERA "Perspectives on Work" Editorial Advisory Board Meeting—McCourt
Co-Chairs: Susan Cass, Massachusetts Institute of Technology and David C. Yamada, Suffolk University
- 12:00 p.m. - 1:50 p.m. LERA Airline Industry Council Meeting--"Turbulence Ahead: Post-merger Seniority Integration in the Airline Industry"—Blake
Co-Chairs: Andrew von Nordenflycht, Simon Fraser University; Thomas A. Kochan, Massachusetts Institute of Technology; and Robert DeLucia, Airline Industrial Relations Council
Panelist: Nicholas Jason Enoch, Lubin & Enoch, P.C.
- 1:00 p.m. - 2:50 p.m. LERA Utilities Industry Council Meeting—Curtis
Co-Chairs: Thomas J. Schneider, Restructuring Associates, Inc.; Stephen A. Rayburn, Pacific Gas & Electric Company; and Jim Voyer, International Brotherhood of Electrical Workers
- 1:15 p.m. - 3:00 p.m. LERA/URPE/LAWCHA--"Where Do We Go from Here? How Should Scholars Talk in and across Disciplines and to Policy Makers, Progressive Employers, Movement Activists, and to the Public?"—Continental A
Chair: Bruce F. Kaufman, Georgia State University

Chair: Bruce L. Kaufman, Georgia State University

Panelists: Kris Rondeau, Harvard Union of Clerical & Technical Workers
Thomas A. Kochan, Massachusetts Institute of Technology
Rosemary Batt, Cornell University
Randy Albelda, University of Massachusetts-Boston
Nancy MacLean, Duke University

1:30 p.m. - 3:30 p.m.

LERA Finance and Membership Committee Meeting—Lawrence B
Chair: David Lewin, University of California-Los Angeles

2:00 p.m. - 4:30 p.m.

LERA Health Care Industry Council Meeting, "Impact of Health Policy Reforms on Workers and the Workplace" (Symposium)—Blake
Co-Chairs: Jody Hoffer Gittel, Brandeis University and Bonnie Summers, BlueCross BlueShield Association
Presenters: Melissa Miner, BlueCross BlueShield of Massachusetts—*Engaging Workers in Wellness: Payer Responses to Health Policy Reforms*
Peter Lazes, Cornell University; Jody Hoffer Gittel, Brandeis University; Ariel C. Avgar, University of Illinois-Urbana-Champaign; and Jim Pruitt, Kaiser Permanente—*Accountable Care Organizations, Patient Centered Medical Homes and the Implementation of IT: Provider Responses to Health Policy Reforms*
James R. Bialke, Service Employees International Union-Healthcare Minnesota; Joslyn Williams, Washington DC Metro Labor Council; Linda Ewing, United Auto Workers; and Christine Bishop, Brandeis University—*New Challenges at the Bargaining Table and Innovations in Worker Representation: Union Responses to Health Policy Reforms*

2:30 p.m. - 4:00 p.m.

LERA Certification Committee Meeting—McCourt
Chair: Joel Cutcher-Gershenfeld, University of Illinois at Urbana-Champaign

2:30 p.m. - 5:00 p.m.

International and Comparative IR Section Meeting, "Employment Relations for Economic Recovery and Growth: A Contemporary Assessment of Varieties of Capitalism"—Welton
Co-Chairs: Mark Stuart, University of Leeds and Greg J. Bamber, Monash University
Presenters: Greg J. Bamber, Monash University; Russell D. Lansbury and Nick Wailes, University of Sydney—*Fair Industrial Relations in Australia: The Development of a Hybrid Variety of Capitalism?*
Søren Kaj Andersen, Jørgen Steen Madsen and Jesper Due, University of Copenhagen—*The Transformation of Employment Relations in Scandinavia and Germany: Flexicurity Rules OK?*
Valeria Pulignano, Katholieke University Leuven and Paul Stewart, University of Strathclyde—*Company Restructuring in Europe and Local Union Influence: On the Management of Change*
Alexander J.S. Colvin, Cornell University—*Locating US Employment Relations: Paradigmatic Model or Characteristic Divergence?*
Discussants: Janice Bellace, University of Pennsylvania
Marian Baird, University of Sydney

3:00 p.m. - 4:30 p.m.

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

3:15 p.m. - 6:00 p.m.

Employment Policy Research Network Meeting—Boardroom
Chair: Thomas A. Kochan, Massachusetts Institute of Technology

3:45 p.m. - 5:45 p.m.

LERA Development and Contributions Committee Meeting—Lawrence B
Chair: John F. Burton, Jr., Rutgers University

4:30 p.m. - 5:30 p.m.

LERA Health Care Industry Council Reception, Sponsored by the BlueCross BlueShield Association and the Heller School, Brandeis University—Cooke
Co-Chairs: Jody Hoffer Gittel, Brandeis University and Bonnie Summers, BlueCross BlueShield Association

4:30 p.m. - 6:00 p.m.

LERA Editorial Committee Meeting—McCourt
Co-Chairs: Françoise Carré and Christian E. Weller, University of Massachusetts-Boston

5:00 p.m. - 6:00 p.m.

LERA Industry Council Advisory Committee Meeting—Blake
Chair: Joel Cutcher-Gershenfeld, University of Illinois at Urbana-Champaign

6:15 p.m. - 10:00 p.m.

LERA Executive Board Meeting—Molly Brown
Chair: Eileen Appelbaum, Center for Economic and Policy Research, LERA President and Program Chair

Friday Conference Activities • 1/7/2011

8:00 a.m. - 10:00 a.m.

Concurrent Sessions

1.1 Recovery from the Crisis: Comparing Labor Market Policies in Europe and the United States (Symposium)—Lawrence A
Chair: Stephen A. Woodbury, Michigan State University
Presenters: Michele Tiraboschi, University of Modena and Reggio Emilia—*Labor-Market Policies to Tackle the*

Crisis and Sustain the Economic Growth in E.U.: Models and Solutions
Silvia Spattini, University of Modena and Reggio Emilia—*Effectiveness of the Anti-crisis Labor Market Measures in the E.U.*
Susan N. Houseman, W.E. Upjohn Institute for Employment Research and Katharine G. Abraham, University of Maryland—*Short-Time Compensation as a Tool for Mitigating Job Loss*

Discussant: Susan Helper, Case Western Reserve University

1.2 Misclassified & Unreported Workers in the U.S. Construction Industry - State Level Studies (Symposium)—Continental A

Chair: Françoise Carré, University of Massachusetts-Boston

Presenters: Randall Adams, Alice Lloyd College and William Canak, Middle Tennessee State University—

Misclassified Construction Workers in Tennessee

Richard N. Block and Dale Belman, Michigan State University—*Economic & Social Costs of Misclassified Workers in Michigan*

Michael P. Kelsay, James I. Sturgeon and Kelly D. Pinkham, University of Missouri-Kansas City—*Economic & Social Costs of Misclassified Workers in Illinois*

James A. Parrott, Fiscal Policy Institute—*Employee Misclassification in New York: Economic and Fiscal Implications*

Discussant: Matthew Capece, United Brotherhood of Carpenters and Joiners of America

1.3 Law and Economics of Labor and Employment Relations (Symposium)—Curtis

Chair: Cynthia Estlund, New York University

Presenters: Morris Kleiner, University of Minnesota and David Weil, Boston University—*Costs of Noncompliance and the NLRA: An Analysis and Comparison with Other Public Policy Remedies*

Bruce E. Kaufman, Georgia State University—*The Institutional Paradigm of Labor and Employment Law*

Samuel Estreicher, New York University and Zev Eigen, Northwestern University—*The Forum for Adjudication of Employment Disputes*

Barry Hirsch, Georgia State University—*Unions, Dynamism, and Economic Performance*

Discussants: Henry Farber, Princeton University

John W. Budd, University of Minnesota

8:45 a.m. - 10:15 a.m.

National Policy Forum Program Committee Meeting—Cook

Chair: Gordon R. Pavy, AFL-CIO

10:00 a.m. - 12:00 p.m.

UCIRHRP Deans and Directors' Meeting—Lawrence B

Chair: Jeff Houghton, West Virginia University

10:15 a.m. - 12:15 p.m.

Concurrent Sessions

2.1 ILO Core Conventions: Prospects for U.S. Ratification (Workshop)—Lawrence A

Chair: Janice Bellace, University of Pennsylvania

Panelists: Jane Hodges, International Labour Organization—*The ILO's Declaration and Member State Response to the Ratification Campaign*

Edward Potter, The Coca-Cola Company—*ILO Conventions and the U.S. Labor Law*

Owen E. Herrnstadt, International Association of Machinists & Aerospace Workers—*Workers' Rights and Core Conventions*

2.2 Gender and Professional Work (Symposium)—Curtis

Chair: Thomas A. Kochan, Massachusetts Institute of Technology

Presenters: Matthew Bidwell, University of Pennsylvania and Roxana Barbulescu, McGill University—*Why Are There So Few Women in Finance? Evidence from the MBA Job Search Process on the Mechanisms of Gender Segregation*

Gabriele Plickert, Harvard Law School Program on the Legal Profession—*After Law School: The Comparative Careers of Young Lawyers from Berlin, Frankfurt, New York, and Washington, DC*

Forrest Briscoe, Pennsylvania State University and Kate Kellogg, Massachusetts Institute of Technology—*Career Success for Flexible Work Program Users: Evidence from Personnel Records in a Large Law Firm*

Discussant: Peter Cappelli, University of Pennsylvania

2.3 Documenting Critical Incidents: A Workshop for Management & Union Representatives (Workshop)—Continental A

Chair: Marlene K. Heyser, Workplace Law Strategies

Panelists: Mark C. Travis, Travis ADR Services, LLC—*N/A - session is interactive workshop*

Greg Murray (inv.), International Association of Machinists—*N/A session is interactive workshop*

12:30 p.m. - 2:15 p.m.

LERA Labor Studies and Union Research Section Meeting, "Testing the Blue-Green Alliance: How the Partnership Managed Climate Change Politics"—Lawrence A

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

Panelists: Michael Peck, Gamesa Technology Corporation

Wendy Fields-Jacobs, United Auto Workers

Barbara Byrd, University of Oregon

- 12:30 p.m. - 2:15 p.m. LERA Labor and Employment Law Section Meeting - "Labor & Employment Law Update: What's New? What's in the Pipeline? What Matters?"—Curtis
Chair: Ellen Dannin, Pennsylvania State University
Panelists: Deborah Thompson Eisenberg, University of Maryland—*Unemployment Benefits*
 Scott Moss, University of Colorado—*Employment Discrimination Law*
 Raja Raghunath, University of Denver—*Collectively Bargained Health Care*
 Robert Covington, Vanderbilt University—*Workplace Health and Safety*
 Jane Korn, University of Arizona—*The Americans with Disabilities Act and the Americans with Disabilities Act Amendments Act of 2008*
- 12:30 p.m. - 2:15 p.m. LERA Dispute Resolution Section Meeting - "Resolving Employment Charges and Litigation in This Period of Economic Uncertainty"—Welton
Chair: Sheila G. Mayberry, Arbitrator
Panelists: Mark C. Travis, Travis ADR Services, LLC
 Yvonne Gloria-Johnson, EEOC
- 12:30 p.m. - 2:15 p.m. LERA Globalization, Investment and Trade Section Meeting—Cook
Co-Chairs: David Bensman, Rutgers University and Owen E. Herrnstadt, International Association of Machinists & Aerospace Workers
- 12:30 p.m. - 2:15 p.m. LERA Collective Bargaining Network Meeting—McCourt
Co-Chairs: Gordon R. Pavy, AFL-CIO and Howard Stanger, Canisius College
- 12:30 p.m. - 2:15 p.m. LERA Work and Employment Relations Network Meeting - "Employing Technology: Exploring Workplace Implications of Health Care IT Adoption"—Continental A
Co-Chairs: Rebecca Givan, Cornell University
Presenters: Adam Seth Litwin, Johns Hopkins University—*Why Don't Docs Digitize? The Adoption of Health Information Technology in Primary Care Medicine*
 David B. Lipsky, Cornell University and Ariel C. Avgar, University of Illinois-Urbana-Champaign—*Caregivers and Computers: The Effect of Electronic Medical Records on Employment and Labor Relations in Nursing Homes*
 Sharona Hoffman and Andy Podgurski, Case Western Reserve University—*E-Health Hazards: Provider Liability and Electronic Health Record System*
 Prasanna Tambe, New York University—*TBD*
Discussants: Adrienne E. Eaton, Rutgers University
 Scott White, SEIU 1199
- 12:30 p.m. - 2:15 p.m. LERA Labor Economics/Labor Markets Section Meeting—Blake
Co-Chairs: Susan Helper, Case Western Reserve University and Stephen A. Woodbury, Michigan State University

2:30 p.m. - 4:30 p.m. **Concurrent Sessions**

- 3.1 Incorporating Finance into Employment Relations: Implications for Theory and Practice (Workshop)—Lawrence A
Chair: Charles J. Whalen, Congressional Budget Office
Panelists: Sanford M. Jacoby, University of California-Los Angeles—*Financial Markets and Labor Markets*
 Eileen Appelbaum, Center for Economic and Policy Research, LERA President and Program Chair and
 Rosemary Batt, Cornell University—*The Financing of Firms' Activities: Implications for Work and Employment Relations*
 Stephen Sleigh, The Yucaipa Companies—*Capital Matters*
 Stephen Lerner, Service Employees International Union—*Financialization and Employment*
 Daniel Pedrotty, AFL-CIO—*Finance and Employment Relations: A View from the AFL-CIO*
- 3.2 Community Unionism: a Cross-National Comparative Analysis (Symposium)—Curtis
Chair: Maite Tapia, Cornell University
Presenters: Amanda Tattersall, University of Sydney—*Community Unionism Through Powerful Coalitions: Union Engagement in Australia and Beyond*
 Jane Holgate, London Metropolitan University—*Communities and Unions: Barriers and Bridges to Co-operative Working*
 Miguel Martinez Lucio, University of Manchester—*Spheres of Union Engagement and the Understanding of Non-workplace Activity and Its Challenges*
 Janice Fine, Rutgers University—*Community Unionism: Experiences from the U.S.*
Discussant: Lowell Turner, Cornell University
- 3.3 Public Sector Labor Law in States without Statewide Collective Bargaining Laws: The Case of Colorado: Rocky Mountain LERA Chapter (Denver) (Workshop)—Continental A
Chair: Joe Goldhammer, Buescher, Goldhammer, Kelman & Dodge, P.C.
Panelists: Gus Achey, Mountain States Employers Council—*Management Perspective*
 Mark Schwane, Colorado Workers for Innovations and New Solutions (WINS)—*Labor Perspective*
 Christel I. Jorgensen, CJ Mediation—*Neutral Perspective*
 Martin E. Flahive, Labor Relations Consultant—*Management Perspective*

3.4 Refereed Papers Session I—Blake

Chair: Gregory Saltzman, Albion College

Presenters: Kevin Kniffin, Cornell University—*Organizing to Organize: The Case of a Successful Long-haul Campaign for Collective Bargaining Rights*

Monica Bielski Boris, University of Illinois-Urbana-Champaign and Jeff Grabelsky, Cornell University—*Building Power Together: Union Support for Central Labor Bodies*

Clifford B. Donn, Mark D. Karper and Brenda J. Kirby, Le Moyne College—*Teacher Collective Bargaining and the Flexible Deployment of Teaching Resources: Evidence from Cities in New York State*

John Godard, University of Manitoba and Carola Frege, London School of Economics—*Union Decline, Alternative Forms of Representation, and Authority Relations at Work*

Mark Harcourt, University of Waikato—*Collaboration Between Unions in a Multi-union, Nonexclusive Bargaining Regime: What Can the U.S. Learn from New Zealand?*

Discussant: Robert Thornton, Lehigh University

2:30 p.m. - 4:30 p.m.

IIRA Study Group #9 Meeting—Cook

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

4:45 p.m. - 5:45 p.m.

Distinguished Panel "The Jobs Agenda: A Panel Discussion Sponsored by the New Employment Policy Research Network"—Tabor Auditorium

Chair: Eileen Appelbaum, Center for Economic and Policy Research, LERA President and Program Chair

Panelists: Thomas A. Kochan, Massachusetts Institute of Technology

Lisa M. Lynch, Heller School, Brandeis University

Seth Harris, US Deptment of Labor

6:00 p.m. - 7:30 p.m.

Joint Reception Honoring Fran Benson--Hosted by: Univ. of Illinois at Urbana-Chamapign, Rutgers Univ., Cornell Univ., Univ. of Minnesota, Michigan State Univ., Penn State Univ. and MIT—Continental C

Chair: Eileen Appelbaum, Center for Economic and Policy Research, LERA President and Program Chair

Saturday

Conference Activities • 1/8/2011

7:00 a.m. - 8:00 a.m.

AFL-CIO Annual Breakfast—Continental C

Chair: Gordon R. Pavy, AFL-CIO

Featured Speaker: George H. Cohen, Director, Federal Mediation and Conciliation Service—*Health Care Reform and Collective Bargaining*

8:00 a.m. - 10:00 a.m.

Chapters Representatives Meeting and Merit Awards—Tabor Auditorium

Chair: William Canak, Middle Tennessee State University

8:00 a.m. - 10:00 a.m.

Concurrent Sessions

4.1 Creating a New Balance in the Corporate World: Promoting Stable Employment and Long-Term Growth (Symposium)—Lawrence A

Chair: Heather Boushey, Center for American Progress

Presenters: William Lazonick, University of Massachusetts-Lowell—*Marketization, Globalization,*

Financialization: Explaining the Lack of High-quality Employment Opportunities in the United States
Christian E. Weller, University of Massachusetts-Boston—*Rewiring the Black Box of Corporate Decisions: How Can Public Policy Rebalance the Interests of Stakeholders to Strengthen Corporate Innovation and Long-term Job Creation?*

Joel Cutcher-Gershenfeld and Jing Prasittisuk, University of Illinois at Urbana-Champaign—*Beyond Gridlock: An Analytic Framework for United States Labor and Employment Policies in a Global Knowledge Economy*

Edward Carberry, Erasmus University—*Employee Ownership in the Economy of Permanent Crisis: Untapped Potential or a Dead Letter?*

Discussant: Ron Blackwell, AFL-CIO

4.2 Psychological Health at Work: The Roles of Law, Policy, and Dispute Resolution (Workshop)—Continental A

Chair: Heather Grob, Saint Martin's University

Panelists: John F. Burton, Jr., Rutgers University—*Workers' Compensation Benefits for Workplace Stress*

Krista Hoffmeister, Colorado State University (CO)—*Beyond Prevention Through Design: Perspectives from Occupational Health Psychology*

Debra A. Healy, Healy Conflict Management Services (OR)—*Mediating Workplace Abuse: Does It Work?*

Tapas K. Ray, National Institute of Occupational Safety and Health (OH)—*Costs of Stress at Work: Who Bears Them?*

David C. Yamada, Suffolk University—*Workplace Bullying, Mobbing, and Harassment: Emerging Legal Responses*

4.3 Refereed Papers Session II—Curtis

Chair: Ann C. Frost, University of Western Ontario

Presenters: Michael H. LeRoy, University of Illinois-Urbana-Champaign—*The New War Labor Paradigm—Civilians Who Work Like Soldiers and Soldiers Who Work Like Civilians: How to Compensate for Death and Injuries?*
 Felice B. Klein and Kevin F. Hallock, Cornell University—*CEO Pay: Testing Agency Theory and Tournament Theory in American Unions*
 Fei Qin, London School of Economics—*Not a Lonely Journey: Social Embeddedness and the Return Migration of Highly Skilled Chinese Engineers from the U.S.*
 Jeffrey Waddoups, University of Nevada-Las Vegas and David C. May, Keene State College—*Do Responsible Contractor Policies Increase Construction Costs?*
 Adam Seth Litwin, Johns Hopkins University—*Human Resource Management and Investments in Information Technology*
Discussant: Mark Stuart, University of Leeds

9:00 a.m. - 11:00 a.m.

LERA Poster Session—Foyer

Chair: Robert C. Hoell, Georgia Southern University

Presenters: Mark Harcourt, University of Waikato and Helen Lam, Athabasca University—*Inter-union Conflict in a Multi-union, Non-exclusive Bargaining Regime: New Zealand Lessons for the U.S.*
 Joo-Young Park, Michigan State University—*Does Culture Make Differences in Employees' Voice Behaviors? Cultural Analysis of Employees' Voice Behaviors*
 Rory Donnelly, University of Birmingham—*Synergies and Conflicts of Interest in the Employment Relationship in Consultancy: An Analysis of the Implications for Attitudes and Behaviors in a Leading Consultancy Firm*
 Mohammad A. Ali, Rutgers University—*A Debate Over Union Democracy: A New Approach*
 Darla Flint Paulson and Nicole T. Foster, University of Texas-Arlington—*A Theoretical and Empirical Exploration of Cross-sectoral Differences in Employee Attitudes and Perceptions*
 Patrick P. McHugh, The George Washington University; Scott A. LaGanga, Pharmaceutical Research and Manufacturers of America (PhRMA); and Matthew M. Bodah, University of Rhode Island—*Something Old, Something New—Industry Strategic Partnership: The Pharmaceutical Industry Labor-Management Association (PILMA)*
 Timothy J. Keaveny and Peter Toumanoff, Marquette University—*Big Five Personality Traits, Human Capital, Work Activities, Gender Composition of Occupations and Earnings*
 Ji-Young Ahn, Ewha Womans University—*CEO Pay For Long-run Performance: A Dynamic View*
 Shisong Qing, Renmin University of China and Mingwei Liu, Rutgers University—*Do Chinese Trade Unions Matter? Evidence from the China General Social Survey of 2008*
 Yong-Seung Park, Kyung Hee University—*From Industrial Relations to Stakeholder Relations: The Future of Employment Relations as a Field of Study*
 Wendy R. Carroll, University of Prince Edward Island and Terry H. Wagar, Saint Mary's University—*Employee Perceptions of Dismissal for Cause: Some Initial Findings*
 Grant E. Buckner and Hugh D. Hindman, Appalachian State University—*Managing Workplace Sexual Harassment: The Role of Manager Training*
 Gillian MacNaughton, University of Oxford and Diane F. Frey, London School of Economics—*Decent Work for All: A Human Rights-based Approach*
 Jing Wang, Saint Mary's University and Aiqing Zheng, Renmin University of China—*The Effectiveness of a Pro-employee Labour Law in China: An Examination of Employee Mediation and Arbitration in China*
 Gregor Gall, University of Hertfordshire—*Can Labour Unions Act Strategically?*
 Avner Ben-Ner, University of Minnesota; Fanmin Kong, Peking University; and Stéphanie Lluís, University of Waterloo—*Uncertainty, Task Environment, and Organization Design: An Empirical Investigation*
 Helen His, Massachusetts Institute of Technology—*The Fundamental Flaw of the Mass Production Paradigm and the Craft Production Alternative*
 Melanie Khamis, Institute for the Study of Labor (IZA)—*A Note on Informality in the Labor Market*
 Colleen F. Manchester, University of Minnesota—*Perk or Investment in Productivity? The Provision of Tuition Reimbursement by Private Sector Firms*
 Andrea Kim, Kyongji Han, Douglas Kruse and Joseph Blasi, Rutgers University—*An ESOP Effectiveness Framework: Job Value, ESOP Satisfaction, Role Fulfillment, and Employee Participation*
 Christina Niforou, University of Warwick—*International Framework Agreements and the Democratic Deficit of Global Labour Governance*
 Jeffrey H. Keefe, Rutgers University—*Is Human Resource Management the Manager of the New Class Employment System?*
 Mitchell Langbert and Marc Fox, Brooklyn College-CUNY—*The Compensation of Private University Presidents*
 Helena Worthen, University of Illinois-Urbana-Champaign—*Labor Education at a Time of Crisis in Work and Theory: Theorizing Stewards' Knowledge*
 E. Patrick McDermott, Salisbury University; Jinyue (Jenny) Sun, Dongbei University of Finance and Economics; and Ruth Obar, Salisbury University—*A Comparison of Participant Evaluation of the Procedural and Distributive Elements of Chinese Labor Arbitration Committee Mediation Versus Equal Employment Opportunity Commission Mediation*

10:15 a.m. - 12:15 p.m.

Concurrent Sessions

5.1 Emerging Models of Employment Relationships in China: Challenges and Opportunities (Symposium)—Curtis

Chair: Xianguo Yao, Zhejiang University

Presenters: Sarah Swider, Wayne State University—*Employment Arrangements among Migrant Workers in the*

Informal Sector

Mansfried Elfstrom, Cornell University—*Dilemmas Facing Labor NGOs in China*
Xiangmin (Helen) Liu, Pennsylvania State University—*On the Line, Off the Payroll: An Exploratory Analysis of Temporary Agency Work in the Service Industry*
Fanmin Kong, Yujie Cai and Li Zhang, Peking University—*An Empirical Investigation on the Notorious Safety Performance in China's Coalmining Firms*

Discussants: Mingwei Liu, Rutgers University
Katie Quan, University of California-Berkeley

5.2 New Developments in Work-Family Policy (Workshop)—Continental A

Chair: Arne Kalleberg, University of North Carolina

Panelists: Ruth Milkman, City University of New York—*Paid Family Leave in California: Effects on Employers and Workers*

Ellen Bravo, Family Values @ Work Consortium—*Winning Paid Sick Days*

Jodie Levin-Epstein, CLASP—*Work-Flexibility: The Right to Request*

Peter Berg and Ellen Ernst Kossek, Michigan State University—*Explaining Work-life Flexibility Provisions in Enterprise Agreements: The Interaction of Public Policy and Collective Bargaining in Australia and the United States*

5.3 New Frontiers in Employment Dispute Resolution: The Inner Workings of Workplace Voice (Symposium)—Lawrence A

Chair: Eileen B. Hoffman, Federal Mediation and Conciliation Service

Presenters: David Lewin, University of California-Los Angeles—*Resolving Employment Disputes Through the Courts: Recent Evidence from Managerial Misclassification and Independent Contractor vs. Employee Status Litigation*

David B. Lipsky and Ronald L. Seeber, Cornell University and J. Ryan Lamare, University of Limerick—*The Influence of Initial Claim Amounts on Employment Arbitration Outcomes: Evidence from FINRA*

Alexander J.S. Colvin and Kelly I. Pike, Cornell University—*Demands and Rewards: An Empirical Examination of AAA Employment Arbitration*

Ariel C. Avgar, Monica Bielski Boris and Robert Bruno, University of Illinois-Urbana-Champaign—*Inside the Union Voice Face: A Longitudinal Analysis of Employee Grievance Filing by Members of a Large Local Union*

Discussants: Hoyt N. Wheeler, University of South Carolina
Oliver Quinn, Taft and Partners

12:30 p.m. - 2:15 p.m.

Presidential Luncheon, "Digging out from the Great Recession: Prospects for Jobs and Economic Growth"—Continental C

Chair: Gordon R. Pavy, AFL-CIO

Featured Speaker: Eileen Appelbaum, Center for Economic and Policy Research, LERA President and Program Chair

2:30 p.m. - 4:30 p.m.

Concurrent Sessions

6.1 Unemployment Insurance Benefits and Financing During the Great Recession (Symposium)—Curtis

Chair: Jeffrey Wenger, University of Georgia

Presenters: Charles Jeszeck and Mark Glickman, U.S. Government Accountability Office—*UI Trust Fund Solvency: Analysis from 1979-2010*

Christopher O'Leary, W.E. Upjohn Institute—*Benefit Payment Costs of Unemployment Insurance Modernization*

Daniel Smith, New York University and Jeffrey Wenger, University of Georgia—*If You Build It: UI Trust Funds and Benefit Generosity*

Wayne Vroman, Urban Institute—*Unemployment Insurance Financing in the Great Recession*

Discussant: Michael Rose, Colorado Department of Labor and Employment

6.2 Behind the Scenes: Current Research on Unions as Organizations (Symposium)—Lawrence A

Chair: Robert Bruno, University of Illinois-Urbana-Champaign

Presenters: Paul F. Clark, Pennsylvania State University; Lois Spier Gray, Cornell University; and Paul V.

Whitehead, Pennsylvania State University—*Adapting Internal Administrative Policies and Practices of American Unions to External Challenges: A Longitudinal Study*

Ken A. Margolies, Cornell University—*Unions as Employers: The Challenge of Managing Union Staff with Labor's Values*

Gregor Gall, University of Hertfordshire and Jack Fiorito, Florida State University—*What We Think We Know, What We Don't Know and What We Think We Need to Know: Survey Research on Unions in Britain and the U.S.*

Discussants: David Weil, Boston University
Paul Booth, AFSCME

6.3 The Changing Conditions of Faculty Work: Legal Issues and Institutional Responses: LERA Higher Education Industry Council (Workshop)—Continental A

Chair: Adrienne E. Eaton, Rutgers University

Presenters: Marv Ellen Benedict and Louis Benedict, Bowling Green State University—*Yeshiva in Light of the*

Changing Nature of Higher Education Administration and Governance
 Sally Klingel, Cornell University—*Conflict Resolution Systems Design in Higher Education*
 Jack Nightingale, American Federations of Teachers—*Organizing Faculty at Major Public Universities: A Joint Project of the AFT and AAUP*
 Gary Rhoades, American Association of University Professors—*Organizing, Supporting, and Mobilizing a Speeded Up Academic Workforce*

6.4 AILR/LERA Best Papers Series—Blake

Co-Chairs: David Lewin, University of California-Los Angeles; Bruce E. Kaufman, Georgia State University; and Paul J. Gollan, Macquarie University

Presenters: Debra Casey, Pennsylvania State University-Abington—*Time for a New Nomenclature?:*

Understanding the Different Research Streams on Employee Voice

Jiong Tu, Human Resources and Skills Development Canada—*The Impact of Replacement Worker Legislation on Work Stoppages and Wages*

Yiu Por (Vincent) Chen, DePaul University—*Financial Crisis, Labor Contract Law, and Wage Changes:*

Evident from an Apparel Industry Worker Survey in Four Chinese Cities

Charles J. Whalen, Congressional Budget Office—*Union Engagement in Western New York Economic*

Development: An Institutional Analysis

Geraint Harvey, University of Wales-Swansea and Peter Turnbull, Cardiff University—*Power in the Skies: Pilot*

Commitment and Trade Union Power in the Civil Aviation Industry

4:45 p.m. - 5:45 p.m.

LERA Distinguished Panel "Manufacturing the Future"—Tabor Auditorium

Chair: Eileen Appelbaum, Center for Economic and Policy Research, LERA President and Program Chair

Panelists: Susan N. Houseman, W.E. Upjohn Institute for Employment Research—*Has Manufacturing Output Kept Pace with GDP Growth?*

Susan Helper, Case Western Reserve University—*Can We Build a High Road for the Auto Industry?*

Josh Whitford, Columbia University—*Network Failures and the Case for Industrial Policy*

6:00 p.m. - 7:00 p.m.

LERA General Membership Meeting and Awards Ceremony—Tabor Auditorium

Chair: Eileen Appelbaum, Center for Economic and Policy Research, LERA President and Program Chair

Sunday Conference Activities • 1/9/2011

8:00 a.m. - 10:00 a.m.

64th Annual Meeting Program Committee Meeting—Cook

Chair: Gordon R. Pavy, AFL-CIO

8:00 a.m. - 10:00 a.m.

Concurrent Sessions

7.1 Gender, Identity and Leadership in American and British Trade unions (Workshop)—Curtis

Chair: Janice Fine, Rutgers University

Panelists: Mary Gatta, Rutgers University—*Discussion of the U.S.-U.K. Exchange*

Heather McKay, Rutgers University—*Setting the Context: The U.S. and U.K. Union Movement and Women*

Karen White, URA-AFT—*Experiences and Observations of an Exchange Participant/Leader*

7.2 Investment in Infrastructure: What Are the Possibilities? What Are the Realities?

(Workshop)—Lawrence A

Panelist: Ellen Dannin, Pennsylvania State University—*Crumbling Infrastructure - Crumbling Democracy:*

Infrastructure Privatization Contracts and Their Effects on State and Local Governance

Chair: Jeannette Wicks-Lim, University of Massachusetts-Amherst

Panelists: Dale Belman, Michigan State University—*The Impact of ARRA on Construction Investment and Employment*

Phillip Thompson, Massachusetts Institute of Technology—*A Progress Report on the Emerald Cities Project to Retrofit the Building Stock of U.S. Cities*

7.3 Revitalizing the NLRB to Promote Workplace Democracy and Productive Labor Relations

(Workshop)—Continental A

Chair: Erin E. Johansson, American Rights at Work

Panelists: Wilma B. Liebman, National Labor Relations Board—*Whither the Board?*

Nancy Schiffer, AFL-CIO—*Labor Perspective*

Anthony T. Oliver, Jr., Esq., Parker, Milliken, Clark, O'Hara & Samuelian—*Employer Perspective*

Discussant: Ellen Dannin, Pennsylvania State University

10:15 a.m. - 12:15 p.m.

Concurrent Sessions

8.1 LERA Research Volume "Employee Ownership and Shared Capitalism: New Directions and Debates for the 21st Century"—Continental A

Chair: Edward Carberry, Erasmus University

Presenters: Jacquelyn Yates, Kent State University—*Continuity and Change over 25 Years: Examining the Mysterious Life Cycle of Employee Owned Companies*

Marco Caramelli, INSEEC Paris Business School—*Employee Ownership and Corporate Performance:*

Unlocking the Black Box

Fidan Ana Kurtulus, University of Massachusetts-Amherst—*An Empirical Analysis of Risk Preferences, Compensation Risk and Employee Outcomes*

Francesco Bova, University of Toronto—*Shared Capitalism, Corporate Disclosure, and Management's Incentive to Signal a Positive Outlook*

Serdar Aldatmaz, University of North Carolina—*The Determinants and Consequences of Shared Capitalism: The View from Economics and Finance*

Discussant: Erik Olsen, University of Missouri-Kansas City

8.2 Prospects for Change in America's Largest Low-wage Industry: Retail Companies and Unions (Symposium)—Curtis

Chair: Gregor Murray, University of Montreal

Presenters: Mathias Bolton, Retail, Wholesale, and Department Store Union—*Retail Labor Markets: Union Challenges and Prospects*

Françoise Carré, University of Massachusetts-Boston and Chris Tilly, University of California-Los Angeles—*Which Retail Jobs Are Good, and Why?*

Rachel Schwartz, Cornell University—*Paper or Plastic?: Findings from Seven Months of Participant Observation in a Supermarket*

Discussants: Jennifer Lynn Bair, University of Colorado
Emily Stewart, United Food and Commercial Workers

8.3 Global Organizing Campaigns and MNCs: What Works and What Doesn't (Workshop)—Lawrence A

Chair: John A. Logan, San Francisco State University

Panelists: Michael Bride, United Food and Commercial Workers—*UFCW Global Campaign at Tesco/Fresh & Easy*

Tony Daley, Communications Workers of America—*CWA Global Campaign at Deutsche Telekom/T-Mobile USA*

Ginny Coughlin, Service Employees International Union—*SEIU Global Campaign at Sodexo*

Kevin Boyle, Boyle & Associates, Inc. — *Agricultural Workers*