WELCOME

CLICK HERE FOR WELCOME >

Mia Rönnmar
Dean of the Faculty of Law, Lund University
and President of ILERA

CLICK HERE FOR WELCOME >

Daphne Taras
Dean of the Ted Rogers School of Business,
Ryerson University

WELCOME FROM THE CONFERENCE CO-CHAIRS

Click Here for Welcome from Lorenzo Frangi & Johanna Weststar (Conference Co-Chairs) >

On behalf of the Canadian Industrial Relations Association (CIRA), we welcome you to the 10th International Labour and Employment Relations Association (ILERA) Regional Congress of the Americas - ILERA2020. We are so happy for you to join us.

We have a very exciting lineup for you with over 60 panels and over 250 participants from all over the world. It was a challenge to create the program with so many time zones!

When the covid-19 pandemic hit, we wondered whether we should cancel the conference. What we thought in March and feel even more strongly now is that more than ever we need to speak about the importance of labor and employment and the role of workers and employers in our society. We hope that the dialogues that will occur at ILERA2020 will bring our community together in this hard time and that we can share new perspectives and new strategies to improve work and employment around the world.

Due to the support of our sponsors we have been able to make the conference open access and free to non-presenting audience members. This is very important to us because it increases the potential knowledge transfer of the ideas discussed in our conference.

We also have very interesting pre-recorded content with links in the program for asynchronous viewing and sharing. Thank you to those who were involved in this – we appreciate your big commitment.

We would also like to thank the many people who helped us along the way of this big adventure. It definitely takes a village to raise a conference! Thank you first of all to the President of CIRA, Patrice Jalette, and the CIRA Executive who supported this idea the whole way through and to the ILERA Executive and staff for your guidance and support. Thank you to the group at Ryerson University in Toronto who enthusiastically gave our conference a home and offered so many essential resources. We are with you in spirit: Daphne Taras, Dean of the Ted Rogers School of Management and Carrie Wiebe, Intuha Ramachandran, Martha Castillo and Heng Feng. Thank you also to Rupa Banerjee and Pier-Luc Bilodeau who did the hard work as the Scientific Committee. Thanks to the great creativity and flexibility of the Graduate Student Consortium Committee: Jennifer Harmer, Qian Zhang, Alycia Damp, Sondes Turki, Shannon Potter, Dieric Guimarães and Erik Sagmoen. Thank you to the students who acted as Technical Facilitators and in particular Bénédicte Poirier for her behind the scenes work wherever and whenever it was needed. And thank you to the National Academy of Arbitrators, the CRIMT Institutional Experimentation for Better Work Partnership and those of you who volunteered to put panels together. You have all greatly contributed to the depth and quality of our program.

Lastly, thank you to our sponsors. You make it possible to hold events like this, to support students and emerging scholars and to widely share our knowledge and practice. Our diversity of sponsors reflects the diversity of CIRA and ILERA – academics and students, unionists, HR practitioners, lawyers and third-party neutrals, NGOs and more. Welcome and thank you all for joining us.

CLICK HERE FOR WELCOME >

Lorenzo Frangi
UQAM

Johanna Weststar
Western University
WELCOME FROM PATRICE JALETTE

Bonjour,
À titre de président de l'Association canadienne des relations industrielles (ACRI), il me fait très plaisir de vous souhaiter la bienvenue au 10ème Congrès régional des Amériques de l'Association internationale des relations professionnelles et du travail que nous organisons cette année.
Il s’agit du 57e congrès annuel de l’ACRI et cette année encore y participeront des personnes de partout dans le monde intéressées par les questions touchant le travail et l’emploi.
J’aimerais remercier notre partenaire l’École de gestion Ted Rogers de l’Université Ryerson ainsi que nos commanditaires de l’indéfectible support qu’ils nous ont témoigné. Mes remerciements les plus chaleureux vont aux membres du comité organisateur en particulier Johanna Westar et Lorenzo Frangi qui ont su relever le défi le plus important auquel les organisateurs de l’ACRI n’ont jamais été confrontés : faire passer un congrès du format habituel en présentiel à un format complètement virtuel à trois mois d’avis… Merci et bravo!
La pandémie de Covid-19 et les mesures de confinement visant à la combattre ont bouleversé toutes les sphères de la vie en société.
Vous avez pu constater comment ces événements ont eu un impact majeur sur notre objet d’étude, le travail humain.
C’est à nous en relations industrielles d’étudier la manière dont les milieux de travail se sont adaptés à ces perturbations et d’analyser la nouvelle normalité du travail.
Le réseau de recherche de l’ACRI vous offre un espace où vous êtes libres d’étudier le travail et l’emploi dans une perspective globale, multidisciplinaire, solidement ancrée dans la réalité des milieux de travail et ouverte à la diversité des idées, des intérêts et des points de vue de même qu’à la pensée critique.
C’est pourquoi je vous invite à vous joindre à nous l’an prochain pour notre 58e Congrès qui aura lieu à l’Université Laval dans la magnifique ville de Québec. Une place importante sera faite aux discussions et aux travaux de recherche portant sur la résilience des milieux de travail et leur capacité d’adaptation à cette crise exceptionnelle.
D’ici là, je vous souhaite un excellent Congrès et portez-vous bien.

Patrice Jalette
Professor, Université de Montréal
and President of CIRA

Hello,
As President of the Canadian Industrial Relations Association (CIRA), it gives me great pleasure to welcome you to this year’s 10th International Labour and Employment Relations Association Regional Congress for the Americas that we organized this year.
This is CIRA’s 57th annual congress, and this year’s event will once again be attended by people from around the world interested in labour and employment issues.
I would like to thank our partner the Ted Rogers School of Management at Ryerson University and our sponsors for their continued support. My warmest thanks go to the members of the organizing committee, in particular Johanna Weststar and Lorenzo Frangi, who were able to meet the most important challenge that CIRA organizers have ever faced: to move a conference from the usual face-to-face format to a completely virtual format with three months notice…Wow and thank you!
The Covid-19 pandemic and the containment measures to combat it have disrupted all spheres of life in society.
You have seen how these events have had a major impact on our object of study, human work.
It is up to us in industrial relations to study how workplaces have adapted to these disruptions and to analyze the new normality of work.
CIRA’s research network provides you with a space where you are free to study work and employment from a comprehensive, multidisciplinary perspective that is firmly grounded in the reality of workplaces and open to a diversity of ideas, interests and viewpoints as well as critical thinking.
That is why I invite you to join us next year for our 58th Congress, which will be held at Laval University in beautiful Québec City. There will be a strong focus on discussions and research on the resilience of workplaces and their capacity to adapt to this exceptional crisis.
In the meantime, I wish you an excellent Congress and take care.
WELCOME

WELCOME FROM MAYOR OF TORONTO JOHN TORY

Message from the Mayor

It is my pleasure to extend greetings and a warm welcome to everyone participating in the virtual 10th International Labour and Employment Relations Association (ILERA) Regional Congress for the Americas, jointly hosted by the Canadian Industrial Relations Association (CIRA), Ryerson University Ted Rogers School of Management, and ILERA.

While participants aren’t able to gather this year to take part in this important event, I congratulate you on your efforts in transitioning to a virtual platform. I wish you well as you meet to study labour and employment relations in your relevant academic disciplines.

This conference offers a unique opportunity for participants to network, exchange knowledge and form new alliances in a virtual manner.

On behalf of Toronto City Council, please accept my best wishes for an informative and enjoyable virtual event.

Yours truly,

John Tory
Mayor of Toronto

OFFICE OF THE MAYOR
100 QUEEN STREET WEST, TORONTO, ONTARIO, M5H 2N2
TECHNICAL DETAILS FOR ZOOM

An e-conference is new to us and we had to make choices in a short span of time. We hope that the experience is a positive one for everyone, but we also ask for your patience in the event of any hiccups.

More detailed instructions can be found on the conference website.

**TO ACCESS A SESSION THAT YOU WISH TO ATTEND FOLLOW THESE STEPS:**

<table>
<thead>
<tr>
<th>STEP 1</th>
<th>Make sure that you have a working camera and audio system. We recommend that you test this beforehand. We cannot provide technical assistance on this front.</th>
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<tr>
<td>STEP 2</td>
<td>Locate the session that you wish to attend in the program and click on the “Zoom link”. You do not need to download any software. The link will take you directly to the session with no password required.</td>
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<tr>
<td>STEP 3</td>
<td>To promote open access to information, you may share the session links to others who you feel would be interested in the session.</td>
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<tr>
<td>STEP 4</td>
<td>You cannot connect to the meeting until the Technical Facilitator starts the meeting as the ‘host’. Presenters should connect to the meeting 7-10 minutes before the start time. Audience members should aim to connect to the meeting 1-2 minutes before the start time.</td>
</tr>
<tr>
<td>STEP 5</td>
<td>If you wish to ask a question or make a comment, you can signal this by using the ‘raise hand’ function. The Technical Facilitator will review this protocol at the start of each session. The Technical Facilitator or Chair will then ask you to unmute your audio so that you can speak.</td>
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<tr>
<td>STEP 6</td>
<td>You will have the choice whether to display your video or not.</td>
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<tr>
<td>STEP 7</td>
<td>Please be aware that the sessions may be recorded and placed on the CIRA YouTube channel to increase the spread of knowledge and facilitate open access to information.</td>
</tr>
<tr>
<td>STEP 8</td>
<td>Each session will have a Technical Facilitator who is listed in the program along with their email. You can email them directly for support. Or, if you are in the Zoom session, but need help with something, you can use the private chat function to speak to the Facilitator.</td>
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CIRHR Centre for Industrial Relations and Human Resources

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Département des relations industrielles

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ILERA 2020 | Online Conference Program 6
PROGRAM OUTLINE

PRELIMINARY: WEDNESDAY, JUNE 24, 2020
7:30 – 8:30  ILERA Executive Meeting
8:30 – 9:30  Keynote Address: The Honourable Filomena Tassi, Canadian Minister of Labour
9:45 – 14:45 ILERA 2020 Graduate Student Consortium
13:00 – 15:00 2020 Directors’ Forum on Work, Employment and Labour Programs / Forum 2020 des directrices et des directeurs de programmes sur le travail et l’emploi
15:30 – 17:00 CIRA-ACRI Executive Meeting / Réunion Exécutive

DAY ONE: THURSDAY, JUNE 25, 2020
Welcoming Remarks
HD Woods Lecture
Asynchronous Content
8:30 – 10:00 Concurrent Sessions
10:15 – 11:45 Concurrent Sessions
12:00 – 13:30 Concurrent Sessions
13:45 – 15:15 Concurrent Sessions
15:30 pm – 17:00 Concurrent Sessions
17:15 pm – 18:45 Concurrent Sessions

DAY TWO: FRIDAY, JUNE 26, 2020
Asynchronous Content
8:30 – 10:00 Concurrent Sessions
10:15 – 11:45 Concurrent Sessions
12:00 – 13:30 Concurrent Sessions
13:45 – 15:15 Concurrent Sessions
15:30 pm – 17:00 Concurrent Sessions
Awards Presentations

DAY THREE: SATURDAY, JUNE 27, 2020
Asynchronous Content
8:30 – 10:00 Concurrent Sessions
10:15 – 11:45 Concurrent Sessions
12:00 – 13:30 Concurrent Sessions
14:00 pm – 15:30 Canadian Industrial Relations Association (CIRA) Annual General Meeting
Closing Remarks
PRE-PROGRAM SESSIONS

8:30 – 9:30
Canada’s Response to COVID-19 and the impact on the Future of Work

KEYNOTE SPEAKER
The Honourable Filomena Tassi, Minister of Labour of Canada.

Chair: Anil Verma (University of Toronto)
Discussants: Jeffrey Sack (Lancaster House) and Brian Burkett (Fasken)

Click here for Zoom Link >

Admin Meetings Schedule

7:30 – 8:30
ILERA Executive Committee Meeting
Chair: Mia Rönnmar (ILERA President, Lund University)
This is a closed session to Executive Members only

13:00 – 15:00
2020 Directors’ Forum on Work, Employment and Labour Programs / Forum 2020 des directrices et des directeurs de programmes sur le travail et l’emploi
Chairs: Gregor Murray (Université de Montréal) and Johanna Weststar (Western University)
Click here for Zoom Link >

Following our now established tradition, the Canadian Industrial Relations Association (CIRA-ACRI) has again asked us to convene a discussion forum for School, Department, Program and Centre directors concerned with the study and teaching of work, employment and labour in institutions of higher learning in Canada. Designates are welcome to attend as are directors from outside of Canada. This year we will focus discussion on 1) the impact of COVID-19 on teaching and learning activities and 2) the impact of the pandemic and Black and Indigenous Lives Matter movements on research and outreach priorities.

15:30 – 17:00
CIRA-ACRI Executive Meeting / Réunion Exécutive
Chair: Patrice Jalette (CIRA-ACRI President, Université de Montréal)
This is a closed session to Executive Members only
ILERA 2020 GRADUATE STUDENT CONSORTIUM

Theme: Global opportunities in an era of closed borders
An opportunity to connect with your peers from across the world through this virtual event.

Schedule

**PRE-PROGRAM: WEDNESDAY, JUNE 24**

**Preprogram: Optional Mindful Meditation**

9:45 – 10:10

Click here for Zoom Link >

An option to join in before the official program begins with guided mindful meditation

Hosted by: Hart House (University of Toronto)
Intro: Qian Zhang (University of Toronto)

10:15 – 10:25

**Welcome and Introductions**

Click here for Zoom Link >

Qian Zhang & Jen Harmer (University of Toronto)

10:25 – 10:55

**Keynote and Interactive Q&A**

Click here for Zoom Link >

Dean Daphne Taras (Ted Rogers School of Management, Ryerson University)
Moderator: Jen Harmer (University of Toronto)

10:55 – 11:10

**Small Group Introductions**

Click here for Zoom Link >

An opportunity to network with your colleagues from around the world

11:10 – 11:25

**Circuit Breaker Trivia (Round 1)**

Click here for Zoom Link >

A chance to win prizes!

Facilitator: Shannon Potter (University of Toronto)

11:25 – 11:30

**Mini Break**

Click here for Zoom Link >

11:30 – 12:15

**Concurrent Panel #1: Global studies in an era of global challenges**

Click here for Zoom Link >

This session tackles some of the issues and opportunities relating to global experiences as a student, researcher, or a job seeker.

Moderator: Sondes Turki (Université de Montréal)
Prof. Rafael Gomez, Director, Centre for Industrial Relations & Human Resources, University of Toronto
Prof. Patrice Jalette, Professor, École de relations industrielles, Université de Montréal
Prof. Anna Triandafyllidou, Professor, Department of Sociology, Ryerson University

**Concurrent Panel #2: Global opportunities in practice**

Click here for Zoom Link >

This session is for students interested in seeking experiences and employment outside of academia. It will address current global challenges and discuss potential opportunities.

Moderator: Erik Sagmoen (McMaster University)
Dr. Daniel Cerdas Sandi, Advisor to the Secretary of Labour and Employment Promotion, Government of Mexico City
Susan Hayter, Senior Specialist, Labour Relations and Collective Bargaining, International Labour Organization
Emily Norgang, Senior Researcher, Canadian Labour Congress
**PRE-PROGRAM: WEDNESDAY, JUNE 24**

**ILERA 2020 GRADUATE STUDENT CONSORTIUM (CONTINUED)**

12:15 – 12:30  
**Lunch Break**  
*Click here for Zoom Link >*  
An opportunity for participants to eat and take a break.

12:30 – 13:10  
**Lunch Break Option: Yoga**  
*Click here for Zoom Link >*  
Optional yoga fitness during the lunch break  
Hosted by: Hart House *(University of Toronto)*

13:15 – 14:15  
**Fireside chat with undercover reporter Sara Mojtehedzadeh of the Toronto Star hosted by Prof. David Doorey**  
*Click here for Zoom Link >*  
Join Prof. David Doorey as he interviews Sara Mojtehedzadeh, Work & Wealth reporter with the Toronto Star news [PODCAST HERE >](#). Key issues of labour and employment law will be discussed as well as Ms. Mojtehedzadeh’s time reporting undercover to expose unsafe working conditions at Fiera Foods Inc. in Toronto.  
Intro: Dieric Guimaraes *(Universidade de Fortaleza)*  
Moderator: Prof. David Doorey, York University, Osgoode Hall Law School & the Canadian Law of Work Forum [VIEW CANADIAN LAW OF WORK FORUM HERE >](#)

14:15 – 14:30  
**Circuit Breaker Trivia (Round 2)**  
*Click here for Zoom Link >*  
A chance to win prizes!  
Facilitator: Shannon Potter *(University of Toronto)*

14:30 – 14:45  
**Closing remarks**  
*Click here for Zoom Link >*

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**Graduate Student Consortium Organizers**

Alycia Damp  
Centre for Industrial Relations and Human Resources, University of Toronto (Canada)

Dieric Guimaraes  
Center for Legal Sciences & Center for Labour Law and Social Security studies, University of Fortaleza (Brazil)

Jen Harmer  
Centre for Industrial Relations and Human Resources, University of Toronto (Canada)

Shannon Potter  
Centre for Industrial Relations and Human Resources, University of Toronto (Canada)

Erik Sagmoen  
School of Labour Studies, McMaster University (Canada)

Sondes Turki  
School of Industrial Relations, Université de Montréal (Canada)

Qian Zhang  
Centre for Industrial Relations and Human Resources, University of Toronto (Canada)

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**Accessibility**

For accessibility requests, please connect with the session organizers by emailing: ildergradteam@gmail.com
## DAY ONE: THURSDAY JUNE 25

### SESSIONS
- Unionism and other forms of workers’ representation
- Human resource management and organizational behavior
- Work and well-being
- Labour markets
- Developments in labour law and public policy
- Conflict at work and its resolution
- Employment diversity and fairness at work
- New perspectives on comparative employment relations

### SPECIAL SESSIONS
- Teaching in Employment Relations
- Indigeneity and Work
- CRIMT Partnership Project on Institutional Experimentation for Better (or Worse) Work
- Workshops and Roundtables

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<th>SESSION B</th>
<th>SESSION C</th>
<th>SESSION D</th>
<th>SESSION E</th>
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<tr>
<td>8.30 – 10.00</td>
<td>1.1 Negotiations and Industrial Disputes</td>
<td>2.1 Employment relations systems and HR strategies</td>
<td>5.1 Globalization and labour law</td>
<td>10.1 Indigeneity and work: Legal regimes and Self-Determination</td>
<td>Education and Labour Market in South Asia: Policies and Praxis</td>
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<tr>
<td>10:15 – 11:45</td>
<td>5.2 Neoliberalism, austerity and financialization</td>
<td>6.1 Innovations in Dispute Resolution</td>
<td>10.2 ILO report to mark the 30th anniversary of Convention No. 169</td>
<td>Screening of the film “Rethabile's Story”</td>
<td>11.1 CRIMT. Power Asymmetries and Inequalities: Experimentation for better and worse work</td>
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<tr>
<td>12:00 – 13:30</td>
<td>1.2 Taking an environmental and social lens</td>
<td>4.1 Redefining the employment relationship</td>
<td>1.3 The public sector and health care</td>
<td>Strikes and lockouts: legal paths, challenges, and recent dynamics</td>
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<td>13:45 – 15:15</td>
<td>3.1 Low wage workers, working time and the living wage</td>
<td>7.1 Gender and Workplace Hegemonies</td>
<td>3.2: Emerging Issues in Employee Health, Safety &amp; Wellbeing</td>
<td>-</td>
<td>11.2 CRIMT. Rethinking Skills and Capabilities: Sectoral, regional and organizational perspectives</td>
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<tr>
<td>15:30 – 17:00</td>
<td>4.2 Informal work and workers</td>
<td>5.1 Teaching Strategies for Making Labor and Employment Relations Courses Relevant in an Era of Perceived Irrelevance</td>
<td>Disruptive Technologies and the Future of Work &amp; Employment</td>
<td>New directions or the same old problems? Union efforts at renewal and revitalization in Canada</td>
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<td>17:15 – 18:45</td>
<td>8.1 Industrial Relations Theory &amp; Practice</td>
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<td>-</td>
<td>-</td>
<td>11.3 CRIMT. Experimenting with New Forms of Collective Action</td>
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### ASYNCHRONOUS CONTENT:
- Welcoming Remarks
- HD Woods Lecture
- Book Panel: Reimagining the Regulation and Governance of Work: LERA 2020 Annual Volume
- Labour market integration of skilled migrants in Canada: Challenges and strategies
- Relaciones laborales y sindicatos durante el siglo XXI en América Latina: tradiciones, cambios y desafíos en un contexto de cambios políticos y económicos
- The Shift towards Temporary Labour Migration: Comparing Insights from Canada, Australia and the EU
- A Scholar of Historic Renown: Honouring the Contributions of Bruce Kaufman
- Cross Border Reflections on the Future of the Wagner Model or Labour Law After the Wagner Model
DAY ONE: THURSDAY JUNE 25

ASYNCHRONOUS CONTENT

WELCOMING REMARKS
Mia Ronnmar (ILERA President), Daphne Taras (Dean, Ryerson School of Management), Lorenzo Frangi & Johanna Weststar (Conference Co-Chairs)
Click on each name above to see welcome message.

HD WOODS LECTURE
Click here for Video Link >
Building the Fight for Decent Work: Lessons from Ontario
Pam Frache, Coordinator, Fight for $15 and Fairness, Workers’ Action Centre

BOOK PANEL: REIMAGINING THE REGULATION AND GOVERNANCE OF WORK: LERA 2020 ANNUAL VOLUME
Dionne Pohler (University of Toronto)
Click here for Video Link >
The Role of Collective Bargaining in the Digitized Workplace
Rachel Aleks (University of Windsor), Michael Maffie (Pennsylvania State University) and Tina Saksida (University of Prince Edward Island)
Multinational Corporations as Labor Regulators
Greg Distelhorst (University of Toronto)
The Design of Basic Income Guarantees
Kourtney Koebel (University of Toronto) and Dionne Pohler (University of Toronto)
Guaranteed Jobs or Guaranteed Income? Lessons From a Canadian Jobs Program
Marc-Andre Pigeon (University of Saskatchewan)
National Living Wage Movements in a Regional World: The Fight for $15 in the United States,
Jason Spicer (University of Toronto), Robert Manduca (Harvard University), Tamara Kay (University of Notre Dame)
Immigration, Employment Relations and the State: Tensions between Internal and External Governance
Chris F. Wright and Stephen Clibborn (University of Sydney)
Digital Kelsoism: Employee Stock Ownership as Template for Stakeholder Networks
Nathan Schneider (University of Colorado Boulder)

LABOUR MARKET INTEGRATION OF SKILLED MIGRANTS IN CANADA: CHALLENGES AND STRATEGIES
Anna Triandafyllidou (Ryerson University)
Click here for Video Link >
Jeffrey Reitz (University of Toronto)
Feng Hou (Statistics Canada)
Naomi Alboim (Queen’s University)
Rupa Banerjee (Ryerson University)

THE SHIFT TOWARDS TEMPORARY LABOUR MIGRATION: COMPARING INSIGHTS FROM CANADA, AUSTRALIA AND THE EU
Rupa Banerjee (Ryerson University)
Click here for Video Link >
Marshia Akbar (Ryerson University)
Dimitria Groutsis (The University of Sydney)
Anna Triandafyllidou (Ryerson University)

CROSS BORDER REFLECTIONS ON THE FUTURE OF THE WAGNER MODEL OR LABOUR LAW AFTER THE WAGNER MODEL
David Doorey (York University)
Click here for Video Link >
Cynthia Estlund (New York University)
Charlotte Garden (University of Seattle)
Michael Lynk (Western University)
Catherine Fisk (UC Berkeley)
Sharon Block (Harvard Law School)

RELACIONES LABORALES Y SINDICATOS DURANTE EL SIGLO XXI EN AMÉRICA LATINA: TRADICIONES, CAMBIOS Y DESAFÍOS EN UN CONTEXTO DE CAMBIOS POLÍTICOS Y ECONÓMICOS
Cecilia Senén González (Universidad de Buenos Aires)
Click here for Video Link >
Daniel Cerdas-Sandi (Secretariat of Labor and Employment Promotion of Mexico City), Laura Moisa (Universidad Nacional de Colombia) Dainé Bellido de Luna (University of Manchester) Mariela Agueda Quiñones Montoro (Universidad de la República) Graciela Bensusán Areous (Universidad Autónoma Metropolitana - X)
A SCHOLAR OF HISTORIC RENOWN: HONOURING THE CONTRIBUTIONS OF BRUCE KAUFMAN

Chair: John W Budd (University of Minnesota) & Rafael Gomez (University of Toronto)

Click here for Video Link >

John Kelly (University of London)
Dionne Pohler (University of Toronto)
Mark Bray (University of Newcastle)
David Lewin (UCLA)
Daphne Taras (Ryerson University)

RELATIONS INDUSTRIELLES/INDUSTRIAL RELATIONS: THE PAST AND FUTURE OF A LEADING CANADIAN SCHOLARLY JOURNAL ADDRESSING WORK, EMPLOYMENT AND THE LABOUR MARKET.

Dr. Anthony Gould (Université Laval and Editor of Relations Industrielles/Industrial Relations) in conversation with Dr. Martine D’Amours (Université Laval) and Dr. David Peetz (Griffith University)

Click here for Editor’s Remarks (Anthony Gould) >
Click here for Panel Discussion >

www.riir.ulaval.ca/en
DAY ONE: THURSDAY JUNE 25

8:30 – 10:00

SESSION A: 1.1 NEGOTIATIONS AND INDUSTRIAL DISPUTES
Chair: John Budd (University of Minnesota)  
Technical Facilitator: Yichen Feng  
yichen@ilera.ca

Click here for Zoom Link >

Crisis or Catharsis? The Impact of Work Stoppages on Bargaining Unit Mortality  
Bradley Weinberg (Queen’s University)

Are Protests Replacing Strikes? Analyzing Industrial Conflicts during the 1995-2018 period in Korea  
Dong-One Kim (Korea University Business School) and Kyungyeon Kim (Korea University Business School)

Different Behaviors in Machiavellianism during Negotiations  
Bora Kim (Korea University)

Anger Expression in Negotiation: The Moderating Role of Negotiation Context  
Jeeyoon Jeong (Korea University), Seungwoo Kwon (Korea University)

SESSION B: 2.1 EMPLOYMENT RELATIONS SYSTEMS AND HR STRATEGIES
Chair: Rupa Banerjee (Ryerson University)  
Technical Facilitator: Michael Muir:  
michaeljoseph@ilera.ca

Click here for Zoom Link >

Role of Hitachi Corporation as a Human Resource Innovator  
Toshiko Suda (Aoyama Gakuin University)

Psychologizing Human Resource Management Consulting: Historical Perspectives  
Kira Lussier (University of Toronto)

Giant but young: Managing the evolution of employment systems in a new venture strategically  
Qian Zhang (University of Toronto)

Humanity at work  
Lucia del Carmen Flores Gaytán (Universidad de Guadalajara)

SESSION C: 5.1 GLOBALIZATION AND LABOUR LAW
Chair: Greg Distelhorst (University of Toronto)  
Technical Facilitator: Tasneem Ava  
tasneem@ilera.ca

Click here for Zoom Link >

Canada’s Response to the Extraterritorial Wrongs of Its Corporations: An appraisal of recent developments in transnational litigation and regulatory oversight  
Jeffrey Sack (Jeffrey Sack Law & University of Toronto) and Christopher Davidson (University of Toronto)

Globalization: Reverse or Reform?  
Brian Burkett (Fasken)

Changing politics of global trade: how should we take care of workers’ rights?  
Aneta Tyc (University of Lodz)

Is employment relations towards deregulation and institutional convergence across the globe?  
Bojindra Prasad Tulachan (Calvin University)

SESSION D: 10.1 INDIGENEOITY AND WORK: LEGAL REGIMES AND SELF-DETERMINATION
Chair: Danielle Lamb (Ryerson University)  
Technical Facilitator: Shruti Kumar  
shruti@ilera.ca

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Decolonizing labour law  
Adelle Blackett (McGill University)

What Does Labour Law Represent? Accounts of Anishinabeg Silvicultural Workers  
Béatrice Venne (Université du Québec à Montréal)

Contesting “The Core of Indianness”: Examining Federal Jurisdiction over First Nations employment  
Leah F. Vosko (York University), Adam King (York University), Andrea Noack (Ryerson University), Olena Lyubchenko (York University), Veldon Coburn (University of Ottawa) and Rebecca Hall (Queen’s University)

Indigenous Self Determination through Treaty, Voice and Identity: perspectives from Victoria, Australia  
Kevin Moore (RMIT University)

SESSION E: EDUCATION AND LABOUR MARKET IN SOUTH ASIA: POLICIES AND PRAXIS
Chair: Kiran Mirchandani  
(University of Toronto, South Asian Interest Group)  
Technical Facilitator: Rana Semaani  
rina@ilera.ca

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Sarita Sharma (The Teacher App)
Mohammad Shahidul Islam (University of Toronto)
Sarah Alam (University of Toronto)
Ahsan Habib (University of Dhaka)
Tayyaba Syed (Virtual University of Pakistan)
DAY ONE: THURSDAY JUNE 25

10:15 – 11:45

SESSION A: 5.2 NEOLIBERALISM, AUSTERITY AND FINANCIALIZATION

Chair: Chloé Fortin-Bergeron (UQTR)
Technical Facilitator: Bénédicte Poirier

Négociation et politiques d’austérité un duo malaisant? Le cas des négociations dans le secteur de l’éducation au Québec en 2015
Diane Gagné (Université du Québec à Trois-Rivières), Chloé Fortin-Bergeron (Université du Québec à Trois-Rivières)
Réforme du financement dans le réseau des centres de la petite enfance au Québec: Impacts sur les conditions de travail des éducatrices
Julie Bourgault (Université du Québec en Outaouais), Anne-Renée Gravel (TELUQ), Jessica Riel (Université du Québec en Outaouais)

The Labor Law of the Crisis: a study about the labor law reforms in the context of the subprime crisis
Paulo Rogério Marques de Carvalho (Centro Universitário 7 de Setembro)

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SESSION C: 10.2 ILO REPORT TO MARK THE 30TH ANNIVERSARY OF CONVENTION NO. 169

Chair: Martin Oelz (International Labour Organization)
Technical Facilitator: Jessica Truong

Martin Oelz (International Labour Organization)
Rishabh Dhir (International Labour Organization)
Maria Victoria Cabrera Ormaza (International Labour Organization)
Cattaneo, Umberto (International Labour Organization)
Sandra Del Pino (Cultural and Diversity Advisor at the Pan American Health Organization)

SESSION B: 6.1 INNOVATIONS IN DISPUTE RESOLUTION

Chair: Bradley Weinberg (Queen's University)
Technical Facilitator: Emmel Murray

Arbitration under Pressure: Accounting for Firms’ Use of Mandatory Arbitration
Ariel Avgar (Cornell University), Ryan Lamare (University of Illinois at Urbana-Champaign) and Alex Colvin (Cornell University)

Beyond ADR: Looking for Integrated Conflict Management Systems in the UK.
David Nash (Cardiff University) and Deborah Hann (Cardiff University)

Self-Managed Conflict Resolution: A Case Study of a Flat-Line Hierarchy
Benjamin Hopkins (University of Birmingham), Kristine Olson (Dixie State University)

Conflict at work and its resolution: A comparative study of some recent developments in labor law in Malaysia and the Philippines
Jonathan Sale (University of Newcastle)

Click here for Zoom Link >

SESSION D: SCREENING OF THE FILM “RETHABILE’S STORY”

Chair: Kelly Pike (York University)
Technical Facilitator: Rana Semaani

In the garment factories of Maseru, Lesotho, workers make clothes to be sold in the United States and South Africa. What is day-to-day life like in the factories? Let ex-factory worker Rethabile take you to the places she used to work, meet her friends, and describe her role in the Decent Work Regulation project.

Produced by the Decent Work Regulation in Africa (DWR-Africa) Project, supported by the UK Global Challenges Research Fund (GCRF) and Economic and Social Research Council (ESRC)

www.decentworkregulation.com

The screening will be followed by Q&A with filmmaker Darren Hutchinson (Dreamscope) and DWR Africa project members Kelly Pike (York University, Canada), Deirdre McCann (Durham University, UK), Nthabeleng Molise (RemMoho Compliance Solutions, Lesotho), Rethabile Ratsiu (former factory worker, Lesotho) and Karina Patricio Ferreira Lima (Durham University)

Click here for Zoom Link >
DAY ONE: THURSDAY JUNE 25

10:15 – 11:45 (CONTINUED)

SESSION E: 11.1 CRIMT POWER ASYMMETRIES AND INEQUALITIES: EXPERIMENTATION FOR BETTER AND WORSE WORK

Chair: Phil Almond
(University of Leicester)

Technical Facilitator: Evelyn Dionne
evelyn@ilera.ca

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Disruption and Re-Regulation in Work and Employment: From Organizational to Institutional Experimentation
Christian Lévesque (HEC Montréal), Glenn Morgan (University of Bristol), Gregor Murray (Université de Montréal) & Nicolas Roby (Université de Montréal)

Shipping Industry 4.0 - an experimental approach developed by German trade unions
Gerhard Bosch (University Duisburg-Essen), Jutta Schmitz-Kießler (University Duisburg-Essen)

Étienne Cantin (Université Laval)

A freelancers’ cooperative as a case of democratic institutional experimentation for better work: a case study of SMart-Belgium
Julien Charles Université (Université de Louvain), Isabelle Ferreras (Université de Louvain), Auriane Lamine (Université de Louvain)
DAY ONE: THURSDAY JUNE 25

12:00 – 13:30

SESSION A: 1.2 TAKING AN ENVIRONMENTAL AND SOCIAL LENS

Chair: Louis Durand (Laurentian University)
Technical Facilitator: Tasneem Ava tasneem@ilera.ca

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The Employment Effects of Natural Disasters: Evidence from High-Frequency Data
Alessandro Barattieri (Université du Québec à Montréal), Patrice Borda (Université des Antilles), Alberto Brugnoli (University of Bergamo), Martino Pelli (Université de Sheerbrooke)

Ownership structure, environmental concerns, and evolving industrial relations practices: Collective bargaining at the Taranto (Italy) integrated steel complex
Anthony C. Masi (McGill University), Lidia Greco (University of Bari)

Syndicalisme et responsabilité sociale : La remise en question des acquis sociaux au Canada (2008-2018)
Louis Durand (Laurentian University)

Les syndicats canadiens face à la transition juste: Politiques et diversité idéologique
Jonathan Michaud (Université de Montréal)

The microfoundation of social movement unionism
Lorenzo Frangi (ESG-UQAM), Sinisa Habziabdic (University of Geneva)

SESSION B: 4.1 REDEFINING THE EMPLOYMENT RELATIONSHIP

Chair: Sean O’Brady (McMaster University)
Technical Facilitator: Sondes Turki sondes@ilera.ca

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The concept of ‘worker’ in the European union and its consequences
Pierluigi Digennaro (State University of Milan)

Frontiers du salariat et nouvelles formes d’emploi en Europe: Vers une hybridation des statuts d’emploi?
Alberto Riesco-Sanz (Universidad Complutense de Madrid), Sylvie Célérié (Université de Lille 1) and Sergio D’Antonio Maceiras (Universidad Complutense de Madrid)

Nouveau paradigme productif et nouvelles configurations du travail et de l’emploi
Julio César Neffa (CEIL CONICET and Universidad de Buenos Aires) and Eleonora Peliza (Universidad Nacional de Tres de Febrero)

SESSION C: 1.3 THE PUBLIC SECTOR AND HEALTH CARE

Chair: Robert Hickey (Queen’s University)
Technical Facilitator: Michael Muir michaeljoseph@ilera.ca

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Precaritization as a survival alternative: Flexibilization and Brazilian labour reform under the perspective of nursing workers
Cristiane Sastre (Universidade Federal do Rio Grande do Sul), Andrea Poleto Ottramari (Universidade Federal do Rio Grande do Sul)

Nick Krachler (Cornell University)

Spaces of organising: union mobilisation in the UK social care sector
Grace Whitfield (University of Sheffield)

Is US public sector labor relations in the midst of a transformation? An updated assessment
Harry Katz (Cornell University)

SESSION D: STRIKES AND LOCKOUTS: LEGAL PATHS, CHALLENGES, AND RECENT DYNAMICS

Chair: Robert Hebdon (McGill University)
Technical Facilitator: Yichen Feng yichen@ilera.ca

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Tom Collins (Retail, Wholesale and Department Store Union (RWDSU)), Peggy Nash (CLMR)
David Rapaport (Trent University, formerly with OPSEU)
Pierre Moreau (PE Moreau Avocat Inc)
Roxane Dubois (Unifor)
John Godard (University of Manitoba)
DAY ONE: THURSDAY JUNE 25

13:45 – 15:15

SESSION A: 3.1 LOW WAGE WORKERS, WORKING TIME AND THE LIVING WAGE

Chair:
Anil Verma
(University of Toronto)

Technical Facilitator:
Natalia Rohraff
natalia@ilera.ca

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Low wage workers in Canada: Recent evidence from a survey & implications for policy
Anil Verma (University of Toronto) and Kourtney Koebel (University of Toronto)

Perspectives of a living wages’ impacts: The New Zealand case
Jane Parker (Massey University), Jim Arrowsmith (Massey University), Stuart Carr (Massey University), Jarrod Haar (Auckland University of Technology), Siautu Alefaio (Massey University),

Paying and Promoting the Real Living Wage in British Local Government
Deborah Hann (Cardiff University) and David Nash (Cardiff University)

The Working Hour: A History
Padraic Scanlan (University of Toronto)

SESSION B: 7.1 GENDER AND WORKPLACE HEGEMONIES

Chair:
Nita Chhinzer
(University of Guelph)

Technical Facilitator:
Shruti Kumar
shruti@ilera.ca

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Permanent Pedagogy in Workplaces: The Dynamics of Hegemony and Resistance
Asmita Bhutani (University of Toronto)

La mujer en el Mercado de trabajo
Martha Monsalve Cuellar (ILERA Columbia)

Gender segregation in the Northern Ontario workplace: The experiences of blue-collar women in mining
Sarah de Blois (Laurentian University)

The Blame Game: Male attribution of the ‘diversity problem’ in the digital game industry
Johanna Weststar (Western University), Amanda Coles (Deakin University), Chandell Gosse (Western University) and Victoria O’Meara (Western University)

SESSION C: 3.2: EMERGING ISSUES IN EMPLOYEE HEALTH, SAFETY & WELLBEING

Chair:
Wendy Carroll
(Saint Mary’s University)

Technical Facilitator:
Guenther Lomas
guenther@ilera.ca

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Clinical Integration and Implications for Employee Wellbeing
Phoebe Strom (Cornell University), Ariel Avgar (Cornell University), Harry Katz (Cornell University), Adam Seth Litwin (Cornell University), John August (Cornell University)

The Need to Enhance Marine Occupational Health and Safety in Canada
Desai Shan (Memorial University of Newfoundland)

Examining work experiences of employees with fibromyalgia: A scoping review of the evaluated research evidence
Karim Mukhida (Dalhousie University), Wendy R. Carroll (Saint Mary’s University) and Rene Arsenault (Saint Mary’s University)

SESSION E: 11.2 CRIMT. RETHINKING SKILLS AND CAPABILITIES: SECTORAL, REGIONAL AND ORGANIZATIONAL PERSPECTIVES

Chair:
Kevin Stolarick
(Ryerson University)

Technical Facilitator:
Jessica Truong
jess@ilera.ca

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Industry 4.0, technological adoption and skills in the Canadian aerospace sector
Cassandra Bowkett (HEC Montréal), Christian Levesque (HEC Montréal), Sara Perez- Lauzon, (HEC Montréal)

Digital transformations and institutional experimentation in the automotive services sector: Actor strategies and institutions in the provision of training and skills
Mathieu Dupuis (TÉLUQ), Gregor Murray (Université de Montréal) and Meiyun Wu (Université de Montréal)

Canalside Community Alliance’s Campaign for High Road Economic Development – Buffalo
Russell Weaver (Cornell University), Lou Jean Fleron (Cornell University) & Ron Applegate (Cornell University)
DAY ONE: THURSDAY JUNE 25

15:30 – 17:00

SESSION A: 4.2 INFORMAL WORK AND WORKERS

Chair: Assaf Bondy (UCLA)
Technical Facilitator: Michael Muir: michaeljoseph@ilera.ca

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Enterprising the informality: a theoretical debate in the light of new ways of work organization
Marcia Cristiane Vaclavik (Universidade Federal do Rio Grande do Sul), Sidinei Rocha-de-Oliveira (Universidade Federal do Rio Grande do Sul), Andrea Poleto Oltramari (Universidade Federal do Rio Grande do Sul)

Informal labour markets, multiple job holding, and union membership
Robert Hickey (Queen’s University)

Expanding Social Insurance Coverage for Informal Workers in Brazil: Insufficiency of Provisions of 2019 Pension Reform Constitutional Amendment
Eduardo Rocha Dias (University of Fortaleza – UNIFOR)

The use of social innovation technologies (SIT) to promote employment & income for informal workers
Ana Virginia Moreira Gomes (Universidade de Fortaleza), João Felippe Nogueira Matias (Universidade Federal Fluminense), Mariana Lopez Matias (Universidade de Fortaleza)

SESSION B: 9.1 TEACHING STRATEGIES FOR MAKING LABOR AND EMPLOYMENT RELATIONS COURSES RELEVANT IN AN ERA OF PERCEIVED IRRELEVANCE

Chair: John Budd (University of Minnesota)
Technical Facilitator: Sondes Turki sondes@ilera.ca

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Core principles, contemporary examples and hands-on work
Johanna Weststar (Western University)

Teaching Workplace Social Justice Online: Recommendations for Engagement
Anne-Michelle Marsden (Rutgers University)

Going Wide and Digging Deep: The Current Events Case Method
Peter Norlander (Loyola University Chicago)

Integrating labor and employment relations and collective bargaining into negotiation modules
Douglas McCabe (Georgetown University)

SESSION C: DISRUPTIVE TECHNOLOGIES AND THE FUTURE OF WORK & EMPLOYMENT

Chair: Anil Verma (University of Toronto)
Technical Facilitator: Emmel Murray emmel@ilera.ca

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Who Profits from Industry 4.0? Theory and Evidence from the Automotive Industry
Susan Helper (Case Western Reserve University)

Shaping new technologies in health care before implementation
Tom Kochan (MIT) and Joel Cutcher-Gershenfeld (Brandeis University)

Disruptive Technologies, Jobs and Policy Responses: The Canadian Case
Anil Verma (University of Toronto) and Jonathan Barr (OECD)

SESSION D: NEW DIRECTIONS OR THE SAME OLD PROBLEMS? UNION EFFORTS AT RENEWAL AND REVITALIZATION IN CANADA

Chair: John Peters (Laurentian University)
Technical Facilitator: Rana Semaani rana@ilera.ca

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Tanya Ferguson (Public Service Alliance of Canada)
Brad James (United Steelworkers of Canada, retired staff member)
Bill Murnighan (Unifor)
Kevin Shimmin (United Food and Commercial Workers Canada)
DAY ONE: THURSDAY JUNE 25

17:15 – 18:45

SESSION A: 8.1 INDUSTRIAL RELATIONS THEORY & PRACTICE

Chair: Harry Katz (Cornell University)
Technical Facilitator: Natalia Rohraff
natalia@ilera.ca

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A (New?) Focus for IR: The Attainment of Democratic Principles at Work
John Godard (University of Manitoba)

Swimming against the tide: Processes and challenges for changing institutional work
Johanna Macneil (University of Newcastle), Mark Bray (University of Newcastle), Joel Cutcher-Gershenfeld (Brandeis University), Anna Booth (Fair Work Commission, Australia)

The Importance of Political Systems for Trade Union Membership, Coverage, and Influence: Theory and Comparative Evidence
John W. Budd (University of Minnesota) and J. Ryan Lamare (University of Illinois)

The growing divergence in U.S. employee relations: Individualism, democracy and conflict
Peter Norlander (Loyola University Chicago)

SESSION E: 11.3 CRIMT. EXPERIMENTING WITH NEW FORMS OF COLLECTIVE ACTION

Chair: Roxanne Dubois (UNIFOR)
Technical Facilitator: Guenther Lomas
guenther@ilera.ca

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Building Worker Power in the Digital Age
Phela Townsend (Rutgers University)

Visual Artists’ Agency in the Context of Precarity: What Role(s) for Artists-Run Centres?
Laurence D. Dubuc (Université de Montréal)

Discussant: Charlotte Yates (University of Guelph)
## DAY TWO: FRIDAY JUNE 26

### SESSIONS
- Unionism and other forms of workers’ representation
- Human resource management and organizational behavior
- Work and well-being
- Labour markets
- Developments in labour law and public policy
- Conflict at work and its resolution
- Employment diversity and fairness at work
- New perspectives on comparative employment relations

### SPECIAL SESSIONS
- Teaching in Employment Relations
- Indigeneity and Work
- CRIMT Partnership Project on Institutional Experimentation for Better (or Worse) Work
- Workshops and Roundtables

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<td>2.2 Perspectives on Employee Development</td>
<td>3.3 Performance, productivity and well-being</td>
<td>SPECIAL TIME: 7:30-9:00 Study Group of Third Party Neutrals in Dispute Resolution</td>
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### ASYNCHRONOUS CONTENT:
- Book Panel: Reimagining the Regulation and Governance of Work: LERA 2020 Annual Volume
- Labour market integration of skilled migrants in Canada: Challenges and strategies
- The Shift towards Temporary Labour Migration: Comparing Insights from Canada, Australia and the EU
- Cross Border Reflections on the Future of the Wagner Model or Labour Law After the Wagner Model
- Relaciones laborales y sindicatos durante el siglo XXI en América Latina: tradiciones, cambios y desafíos en un contexto de cambios políticos y económicos
- A Scholar of Historic Renown: Honouring the Contributions of Bruce Kaufman
- Awards Presentations
DAY TWO: FRIDAY JUNE 26

ASYNCHRONOUS CONTENT

BOOK PANEL: REIMAGINING THE REGULATION AND GOVERNANCE OF WORK: LERA 2020 ANNUAL VOLUME

Dionne Pohler (University of Toronto)
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The Role of Collective Bargaining in the Digitized Workplace
Rachel Aleks (University of Windsor), Michael Maffie (Pennsylvania State University) and Tina Sakida (University of Prince Edward Island)

Multinational Corporations as Labor Regulators
Greg Distelhorst (University of Toronto)

Guaranteed Jobs or Guaranteed Income? Lessons From a Canadian Jobs Program
Marc-Andre Pigeon (University of Saskatchewan)

National Living Wage Movements in a Regional World: The Fight for $15 in the United States, Jason Spicer (University of Toronto), Robert Manduca (Harvard University), Tamara Kay (University of Notre Dame)

Immigration, Employment Relations and the State: Tensions between Internal and External Governance
Chris F. Wright and Stephen Clibborn (University of Sydney)

Digital Kelsoism: Employee Stock Ownership as Template for Stakeholder Networks
Nathan Schneider (University of Colorado Boulder)

LABOUR MARKET INTEGRATION OF SKILLED MIGRANTS IN CANADA: CHALLENGES AND STRATEGIES

Anna Triandafyllidou (Ryerson University)
Click here for Video Link >

Jeffrey Reitz (University of Toronto)
Feng Hou (Statistics Canada)
Naomi Alboim (Queen’s University)
Rupa Banerjee (Ryerson University)

THE SHIFT TOWARDS TEMPORARY LABOUR MIGRATION: COMPARING INSIGHTS FROM CANADA, AUSTRALIA AND THE EU

Rupa Banerjee (Ryerson University)
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Marshia Akbar (Ryerson University)
Dimitria Groutsis (The University of Sydney)
Anna Triandafyllidou (Ryerson University)

CROSS BORDER REFLECTIONS ON THE FUTURE OF THE WAGNER MODEL OR LABOUR LAW AFTER THE WAGNER MODEL

David Doorey (York University)
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Cynthia Estlund (New York University)
Charlotte Garden (University of Seattle)
Michael Lynk (Western University)
Catherine Fisk (UC Berkeley)
Sharon Block (Harvard Law School)

RELACIONES LABORALES Y SINDICATOS DURANTE EL SIGLO XXI EN AMÉRICA LATINA: TRADICIONES, CAMBIOS Y DESAFÍOS EN UN CONTEXTO DE CAMBIOS POLÍTICOS Y ECONÓMICOS

Cecilia Senén González (Universidad de Buenos Aires)
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Daniel Cerdas- Sandi (Secretariat of Labor and Employment Promotion of Mexico City), Laura Moisa (Universidad Nacional de Colombia)
Daina Bellido de Luna (University of Manchester)
Mariela Agueda Quiñones Montoro (Universidad de la República)
Graciela Bensusán Areous (Universidad Autónoma Metropolitana - X)

A SCHOLAR OF HISTORIC RENOWN: HONOURING THE CONTRIBUTIONS OF BRUCE KAUFMAN

Chair: John W Budd (University of Minnesota) & Rafael Gomez (University of Toronto)
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John Kelly (University of London)
Dionne Pohler (University of Toronto)
Mark Bray (University of Newcastle)
David Lewin (UCLA)
Daphne Taras (Ryerson University)
DAY TWO: FRIDAY JUNE 26

ASYNCHRONOUS CONTENT (CONTINUED)

AWARDS PRESENTATIONS

Gérard Dion Award:
John Godard (University of Manitoba)
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Allen Ponak Best Student Paper Award:
Assaf Bondy (UCLA);
Click here for Zoom Link >

Law of Work Award:
Cole Eisen (University of Toronto)
Click here for Zoom Link >

Non-OECD Student Awards:
Fernanda Brandão Cançado (Universidade Federal de Mato Grosso),
Cristiane Fraga da Silveira Sastre (Universidade Federal do Rio Grande do Sul)
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RELATIONS INDUSTRIELLES/INDUSTRIAL RELATIONS: THE PAST AND FUTURE OF A LEADING CANADIAN SCHOLARLY JOURNAL ADDRESSING WORK, EMPLOYMENT AND THE LABOUR MARKET.

Dr. Anthony Gould (Université Laval and Editor of Relations Industrielles/Industrial Relations) in conversation with Dr. Martine D’Amours (Université Laval) and Dr. David Peetz (Griffith University)
Click here for Editor’s Remarks (Anthony Gould) >
Click here for Panel Discussion >

www.riir.ulaval.ca/en
DAY TWO: FRIDAY JUNE 26

7:30 – 9:00

SESSION D: STUDY GROUP OF THIRD PARTY NEUTRALS IN DISPUTE RESOLUTION

Co-Chair:
Christopher Albertyn (National Academy of Arbitrators) and Anna Booth (Fair Work Commission, Australia)

Technical Facilitator:
Emmel Murray
emmel@ilera.ca

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The Study Group meets to facilitate engagement amongst third party neutrals in dispute resolution; to identify opportunities for collaboration on methods of workplace dispute resolution between regulators, policy-makers, practitioners and academics; and to promote understanding of the role, methods and contribution of third party neutrals. All participants welcome.
## DAY TWO: FRIDAY JUNE 26

### 8:30 – 10:00

#### SESSION A: 5.3 PRIVACY AND SURVEILLANCE

**Chair:** Scott Walsworth  
(University of Saskatchewan)

**Technical Facilitator:** Jessica Truong  
jess@ilera.ca

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- Workplace Safety vs. Employee Privacy: The Legal Case for Cannabis Workplace Policy after Legalization in Canada  
  Scott Walsworth (University of Saskatchewan)
- An Analysis of the 2018 Brazilian Law on the Protection of Personal Data and its Repercussions for Workers  
  Lara Castro Padilha Ramos (Universidade de Fortaleza) and Ana Virginia Moreira Gomes (Universidade de Fortaleza)
  Cheng Chen (China University of Labor Relations), Jian Qiao (China University of Labor Relations), Zhu Xiao (China University of Labor Relations)
- Uber-Algopticon: The genesis of an algorithmically powered all-seeing power: The case of Uber drivers in Montréal  
  Rabih Jamil (Université de Montréal)

#### SESSION C: 3.3 PERFORMANCE, PRODUCTIVITY AND WELL-BEING

**Chair:** Firat Sayin  
(St-Mary’s University)

**Technical Facilitator:** Yichen Feng  
yichen@ilera.ca

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- The impact of new technology on employee productivity in the South African workplace  
  Gerhardus van Zyl (University of Johannesburg)
- Performance appraisal and me, retrospect and prospect. Performance appraisal and the Indian ITES software employee an ethnographic study  
  Anuratha Venkataraman (IIM Kashipur)
- Performance versus well-being in a fast-paced, deadline oriented, targets driven work world  
  Sheldon Bromfield (University of Toronto)
- Exploring the Unique Contributions of Seniors and Millennials Towards Organizational Performance  
  Faizan Imtiaz (Towson University), Insiya Hussain (University of Texas at Austin)

#### SESSION B: 2.2 PERSPECTIVES ON EMPLOYEE DEVELOPMENT

**Chair:** Shannon Potter  
(University of Toronto)

**Technical Facilitator:** Tasneem Ava  
tasneem@ilera.ca

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- Testing the Goodness of Organizational Citizenship Behaviour (OCB) Measures in Banking Sector: Development of a Scale in Indian Context  
  Sudhir Chandra Das (Banaras Hindu University)
- The Effect of Task-interdependence and Job autonomy on Job Crafting  
  Jihae Kim (Korea University), Johngseok Bae (Korea University)
- Aerospace multinationals as institutional entrepreneurs? A cross national analysis of UK and Australian engineering skill development  
  Cassandra Bowkett (HEC Montréal)
- A Shortage of Talent, or a Shortage of Commitment to Workers? Types of Staffing Strategies Among Small Canadian Employers  
  Kelly MacDonald (University of Guelph), James Chowhan (York University), Gordon B. Cooke (Memorial University of Newfoundland), Sara Mann (University of Guelph)

#### SESSION E: 11.4 CRIMT. COMPANY-LEVEL COLLECTIVE BARGAINING AND THE DYNAMICS OF INEQUITY: AUSTRALIA, CANADA, DENMARK, AND FRANCE IN COMPARATIVE PERSPECTIVE

**Chair:** Patrice Jalette  
(Université de Montréal)

**Technical Facilitator:** Sondes Turki  
sondes@ilera.ca

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- Company-level Collective Bargaining and the Dynamics of Inequity: The Case of Australia  
  Ruth Barton (University of Tasmania)
- Company-level Collective Bargaining and the Dynamics of Inequity: The Case of Canada  
  Patrice Jalette (Université de Montréal) & Mélanie Laroche (Université de Montréal)
- Company-level Collective Bargaining and the Dynamics of Inequity: The Case of Denmark  
  Anna Ilsoe (FAOS, University of Copenhagen), Steen Erik Navrbjerg (FAOS, University of Copenhagen) & Trine Pernille Larsen (FAOS, University of Copenhagen)
- Company-level Collective Bargaining and the Dynamics of Inequity: The Case of France  
  Élodie Béthoux (IDHES, ENS Paris-Saclay) & Camille Dupuy (DySoLab, Normandy University & CEET)
DAY TWO: FRIDAY JUNE 26

10:15 – 11:45

SESSION A: 1.4 NEW AND OLD FACES OF COLLECTIVISM
Chair: Andrew Stevens (University of Regina)
Technical Facilitator: Evelyn Dionne evelyn@ilera.ca

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German Model: Workplace Voice: Future of Works Councils
Mohammad Ahshanullah (York University), Stefan Karajovic

Towards union pluralism in Spanish soccer: The key terms of the debate
Inmaculada Baviera (University of Navarra)

De-collectivising strategies in Chile
Daina Bellido de Luna Mayea (University of Manchester)

The Ideological Distribution of Union Members: A Comparative Exploration
John W. Budd (University of Minnesota) and J. Ryan Lamare (University of Illinois)

SESSION C: BOOK PANEL: EVERYDAY TRANSGRESSIONS: DOMESTIC WORKERS’ TRANSNATIONAL CHALLENGE TO INTERNATIONAL LABOR LAW
Chair: Adelle Blackett (McGill University)
Technical Facilitator: Natalia Rohraff natalia@ilera.ca

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Louise Boivin (Université du Québec en Outaouais)
Leah Vosko (York University)
Uma Rani (International Labour Office)
Ana Virginia Moreira Gomes (Universidade de Fortaleza)

SESSION D: COVID-19 RESPONSES, GLOBAL INEQUALITIES AND WORK – WHAT NEXT?
Chair: Mia Rönnmar (Lund University)
Technical Facilitator: Shruti Kumar shruti@ilera.ca

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What now for gender equality at work?
Jill Rubery (University of Manchester)

What now for workers and enterprises in global supply chains?
Mark Anner (Penn State University)

What role will labour relations play in addressing the effects of the COVID19 pandemic?
Susan Hayter (International Labour Organization)

The role of trade unions during the pandemic
Cathy Feingold (AFLCIO)

SESSION E: INNOVATIVE APPROACHES TO DISPUTE RESOLUTION
Arbitrator & Mediator: Susan Stewart National Academy of Arbitrators
Technical Facilitator: Rana Semaani rana@ilera.ca

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Christopher Albertyn (Arbitrator & Mediator)
Jasbir Parmar (Arbitrator & Mediator)
Karen Drake (Osgoode Hall Law School)
Chris Dassios (Power Workers’ Union)
DAY TWO: FRIDAY JUNE 26

12:00 – 13:30

SESSION A: 1.5 NON-UNION WORKER COLLECTIVITIES

Chair: Tingting Zhang (Merrimack College)
Technical Facilitator: Jessica Truong jess@ilera.ca

Click here for Zoom Link >

Workers’ Self-Management in Argentina Contesting Neoliberalism by Occupying Companies, Creating Cooperatives, and Recuperating Autogestión
Marcelo Vieta (University of Toronto)

Workers’ coping strategies and self-organizing in the era of digital workspaces - the case of Uber drivers
Rabih Jamil (Université de Montréal)

‘Non-workers’ as the new actors rebuilding unions
Jane Holgate (University of Leeds), Gabriella Alberti (University of Leeds), Iona Byford (University of Portsmouth), Ian Greenwood (University of Leeds)

A Social Network Perspectives of the Fight for $15 Movement
Tingting Zhang (Merrimack College), Lorenzo Frangi (ESG-UQAM)

SESSION B: 3.4 PSYCHOSOCIAL HAZARDS AND WORKPLACE VIOLENCE

Chair: Jason Foster (Athabasca University)
Technical Facilitator: Guenther Lomas guenther@ilera.ca

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Psychosocial hazards and health in community services
Robert Hickey (Queen's University), Terri Szymanski (Ontario Public Sector Employees’ Union)

Workload and job satisfaction of personal support workers in Ontario, Canada: The mediating role of stress and workplace violence and harassment
Firat K. Sayin (Saint Mary's University), Margaret Denton (McMaster University), Catherine Brookman (Catherine Brookman Consulting & Associates), Isik U. Zeytingolu (McMaster University), Sharon Davies (McMaster University)

The ILO Convention Concerning the Elimination of Violence and Harassment in the World of Work and the Prohibition of Harassment at Work: an analysis of comparative law between Brazil and Uruguay
Ana Virginia Moreira Gomes (Universidade de Fortaleza), Benedito Augusto da Silva Neto (Universidade de Fortaleza) and Maria Soledad De Franco (Law Office)

SESSION C: COMPARATIVE PERSPECTIVES ON WORK AND WORKER ORGANIZING IN GLOBAL SUPPLY CHAINS IN THE AMERICAS

Chair: Mark Anner (Penn State University)
Technical Facilitator: Emmel Murray emmel@ilera.ca

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Evolving Systems of Labor Control and Patterns of Worker Resistance in Agricultural Global Supply Chains: A Case Study of the Banana Sector in Guatemala
Mark Anner

Integrating Smallholders in Cocoa Sustainable Global- Local Value Chain: Challenges and Opportunities in Comparative Analysis Between Brazil and African Countries
João Paulo C. Veiga

Collective Action Confronting Precarious Employment: Comparative Labor Regimes in Contemporary Agribusiness
Matthew Fischer-Daly

Global Corporation, National Institutions: Walmart in Latin America
Katiuscia Galhera

Labor Movement in the Era of Change: The Struggle of Maquiladora Workers in Matamoros
Cirila Quintero Ramírez

Discussant: Anil Verma (University of Toronto)

SESSION E: 11.5 CRIMT. LABOUR AND THE GREEN NEW DEAL

Chair: John Peters (Laurentian University)
Technical Facilitator: Bénédicte Poirier benedicte@ilera.ca

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Joie Wamock (UNIFOR)
Mike Williams (Blue- Green Alliance)
Lara Skinner (The Worker Institute, Cornell University)
John Calvert (Simon Fraser University)
## DAY TWO: FRIDAY JUNE 26

13:45 – 15:15

### SESSION A: 8.2 LABOUR, ALGORITHMS AND INDUSTRY 4.0

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<tr>
<td>Umar Boodoo (University of Warwick)</td>
<td>Michael Muir <a href="mailto:michaeljoseph@ilera.ca">michaeljoseph@ilera.ca</a></td>
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- Impact of Industry 4.0 in Mexico on Labor Matters and Social Security  
  Angel Edoardo Ruiz (University of Guadalajara)
- Un concept, deux contextes, trois histoires. Industrie 4.0 et expérimentation institutionnelle, ou comment les acteurs patronaux et syndicaux expérimentent et changent leurs institutions  
  Julie M.É-Garneau (Université Laval)
- Hype for some and reality for others: An intersectional approach to the study of digitalization and the future of work  
  Bui Petersen (Memorial University of Newfoundland), Gordon B. Cooke (Memorial University of Newfoundland), Raymond G. Gosine (Memorial University of Newfoundland), Peter Warrian (University of Toronto), James Chowhan (York University)
- Designing collective bargaining in the gig economy: some possible contributions from Brazil  
  Victor Raduan da Silva (University of São Paulo) and Antonio Rodrigues de Freitas Júnior (University of São Paulo)

### SESSION B: 4.3 PROFESSIONNAL PATHS

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<tr>
<td>Shelagh Campbell (University of Regina)</td>
<td>Yichen Feng <a href="mailto:yichen@ilera.ca">yichen@ilera.ca</a></td>
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- Navigating counter-institutions: Lawyers’ professional identity in the online gig economy  
  Yao Yao (University of Toronto)
- Exploring the Experiences of South Asian Women Immigrant Teachers in Toronto  
  Rozalina Omar (OISE/University of Toronto)
- Minority Job Search in Software Engineering  
  Santiago Campero (University of Toronto)
- Health Care Practitioners without Borders? The Impact of Licensing Requirements on the Career Paths of Skilled Immigrants  
  Tingting Zhang (Merrimack College)

### SESSION C: 9.2 INNOVATIONS IN TEACHING EMPLOYMENT RELATIONS

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<tr>
<td>Johanna Weststar (Western University)</td>
<td>Tasneem Ava <a href="mailto:tasneem@ilera.ca">tasneem@ilera.ca</a></td>
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- Collective Action in Practice: Effectively Using Simulations in High Enrollment Classes  
  Carla A. Katz, Esq. (Rutgers University)
- Teaching Employment Relations By Emphasizing ER Goals and Alternative Methods for their Achievement  
  John W. Budd (University of Minnesota)
- Experiential learning in employment relations  
  Robert Hickey (Queen’s University)
- Innovative Strategies for Teaching Labor and Employment Relations: The University of Illinois Experience  
  Ryan Lamare

### SESSION D: GIG WORKERS: ANALYTICAL AND STRATEGIC INSIGHTS.

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<td>Lorenzo Frangi (Université du Québec à Montréal)</td>
<td>Evelyn Dionne <a href="mailto:evelyn@ilera.ca">evelyn@ilera.ca</a></td>
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- Pierre Moreau (PE Moreau Avocat Inc)
- Liisa Schofield (Canadian Union of Postal Workers)
- Ryan White (Cavalluzzo)
- Peggy Nash (CLMR, Ryerson University)
- Senator Frances Larkin (The Senate of Canada)
- Jeanne Provencher (The Senate of Canada)
- Bénédicte Poirier (McGill University)
DAY TWO: FRIDAY JUNE 26

15:30 – 17:00

SESSION A: 5.4 LABOUR LAW REFORM IN LATIN AMERICA

Chair: Alessandro Barratieri (Université du Québec à Montréal)
Technical Facilitator: Michael Muir
michaeljoseph@ilera.ca

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Trial and Error in Latin America: Premises for a labour policy transformation for the near Future
Eleonora Peliza (Universidad Nacional de Tres de Febrero)

Labour law in crisis: The case of recent labour law changes in Brazil
Ana Virginia Moreira Gomes (Universidade de Fortaleza),
Eduardo Pragmácio Filho (Centro Universitário Farias Brito)

The need for a hybrid tutelage of crowdwork according to Brazilian Labour Law
André Zipperer (Zipperer e Minardi Advogados Associados)

SESSION C: WORK IN THE WEST: THE IMPLICATIONS OF RESISTANCE AND REGULATION FOR LAND AND LABOUR

Chair: Shelagh Campbell (University of Regina)
Technical Facilitator: Guenther Lomas
guenther@ilera.ca

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From Cooperation to Concessions: The Impact of the Corporatization of Cooperative Governance on Labour Relations
Andrew Stevens (University of Regina)

Socialism and the Saskatchewan Trade Union Act: Gender and Politics in the Construction of Industrial Legality in a Prairie Province, 1944-1948
Charles Smith (St. Thomas More College, University of Saskatchewan)

Labour process under living skies: tied to the land in the digital era
Shelagh Campbell (University of Regina)

SESSION B: 3.5 WORKER HEALTH AT STAKE

Chair: Pier-Luc Bilodeau (Université Laval)
Technical Facilitator: Sondes Turki
sondes@ilera.ca

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The Costs of justice Incurred by Injured Workers: What They Tell Us About Access to Justice in the Worker’s Compensation System
Maxine Visotzky-Charlebois (Université du Québec à Montréal)

Effets de la précarité de l’emploi et du travail sur la santé des professionelles et professionnels de la recherche
Albert LeGrand Amba Mballa (Université Laval)

Au-delà de la protection contre le harcèlement psychologique au travail : contrer l’exercice inapproprié ou délétère du droit de direction
Julie Bourgault (Université du Québec en Outaouais) and
Anne-Marie Laflamme (Université Laval)

SESSION D: UNIONS, COMMUNITY ORGANISING, SOCIAL JUSTICE

Chair: Jane Holgate (University of Leeds)
Technical Facilitator: Natalia Rohraff
natalia@ilera.ca

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Lorenzo Frangi (Université du Québec à Montréal)
Michelle Keep (Canadian Freelance Union)
Roxanne Dubois (Unifor)
Bénédicte Poirier (UQAM)
Tingting Zhang (Merrimack College)
# DAY THREE: SATURDAY JUNE 27

## SESSIONS

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<td>8.30 – 10.00</td>
<td>8.2 Comparative employment relations strategies</td>
<td>3.6 At the Margin of the Labour Market?</td>
<td>10.3 Indigeneity and work: Experiences of Indigenous Workers</td>
<td>5.5 Developments in labour law</td>
<td>11.6 CRIMT. Experiments in Labour, IR and HRM Transnationalism</td>
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<td>10:15 – 11:45</td>
<td>5.6 Spaces and Places of Work</td>
<td>6.2 Conflict at Work</td>
<td>7.2 Issues of equity</td>
<td>Expansion of Labour Arbitration and the Role of the Courts</td>
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<td>14:00 – 15:30</td>
<td>Canadian Industrial Relations Association (CIRA) Annual General Meeting</td>
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### ASYNCHRONOUS CONTENT:

- Book Panel: Reimagining the Regulation and Governance of Work: LERA 2020 Annual Volume
- Labour market integration of skilled migrants in Canada: Challenges and strategies
- The Shift towards Temporary Labour Migration: Comparing Insights from Canada, Australia and the EU
- Cross Border Reflections on the Future of the Wagner Model or Labour Law After the Wagner Model
- Relaciones laborales y sindicatos durante el siglo XXI en América Latina: tradiciones, cambios y desafíos en un contexto de cambios políticos y económicos
- A Scholar of Historic Renown: Honouring the Contributions of Bruce Kaufman
- Closing Remarks
DAY THREE: SATURDAY JUNE 27

ASYNCHRONOUS CONTENT

BOOK PANEL: REIMAGINING THE REGULATION AND GOVERNANCE OF WORK: ILERA 2020 ANNUAL VOLUME

Dionne Pohler (University of Toronto)

The Role of Collective Bargaining in the Digitized Workplace
Rachel Aleks (University of Windsor), Michael Maffie (Pennsylvania State University) and Tina Sakida (University of Prince Edward Island)

Multinational Corporations as Labor Regulators
Greg Distelhorst (University of Toronto)

The Design of Basic Income Guarantees
Kourtney Koebel (University of Toronto) and Dionne Pohler (University of Toronto)

Guaranteed Jobs or Guaranteed Income? Lessons From a Canadian Jobs Program
Marc-Andre Pigeon (University of Saskatchewan)

National Living Wage Movements in a Regional World: The Fight for $15 in the United States,
Jason Spicer (University of Toronto), Robert Manduca (Harvard University), Tamara Kay (University of Notre Dame)

Immigration, Employment Relations and the State: Tensions between Internal and External Governance
Chris F. Wright and Stephen Clibborn (University of Sydney)

Digital Kelsoism: Employee Stock Ownership as Template for Stakeholder Networks
Nathan Schneider (University of Colorado Boulder)

LABOUR MARKET INTEGRATION OF SKILLED MIGRANTS IN CANADA: CHALLENGES AND STRATEGIES

Anna Triandafyllidou (Ryerson University)

THE SHIFT TOWARDS TEMPORARY LABOUR MIGRATION: COMPARING INSIGHTS FROM CANADA, AUSTRALIA AND THE EU

Rupa Banerjee (Ryerson University)

CROSS BORDER REFLECTIONS ON THE FUTURE OF THE WAGNER MODEL OR LABOUR LAW AFTER THE WAGNER MODEL

David Doorey (York University)

RELACIONES LABORALES Y SINDICATOS DURANTE EL SIGLO XXI EN AMÉRICA LATINA: TRADICIONES, CAMBIOS Y DESAFÍOS EN UN CONTEXTO DE CAMBIOS POLÍTICOS Y ECONÓMICOS

Cecilia Senén González (Universidad de Buenos Aires)

A SCHOLAR OF HISTORIC RENOWN: HONOURING THE CONTRIBUTIONS OF BRUCE KAUFMAN

Chair: John W Budd (University of Minnesota) & Rafael Gomez (University of Toronto)
DAY THREE: SATURDAY JUNE 27

ASYNCHRONOUS CONTENT (CONTINUED)

CLOSING REMARKS
Conference Co-Organizers: Lorenzo Frangi and Johanna Weststar
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RELATIONS INDUSTRIELLES/INDUSTRIAL RELATIONS: THE PAST AND FUTURE OF A LEADING CANADIAN SCHOLARLY JOURNAL ADDRESSING WORK, EMPLOYMENT AND THE LABOUR MARKET.

Dr. Anthony Gould (Université Laval and Editor of Relations Industrielles/Industrial Relations) in conversation with Dr. Martine D’Amours (Université Laval) and Dr. David Peetz (Griffith University)

Click here for Editor’s Remarks (Anthony Gould) >
Click here for Panel Discussion >

www.riir.ulaval.ca/en
DAY THREE: SATURDAY JUNE 27

8:30 – 10:00

SESSION A: 8.2 COMPARATIVE EMPLOYMENT RELATIONS STRATEGIES

Chair: Patrice Jalette (Université de Montréal)  
Technical Facilitator: Emmel Murray emmel@ilera.ca

Diversified Variants of a Bridging Role? Comparative Case Studies of Six Foreign-owned Enterprises in China
Xiaoming Bao (Université de Montréal)

Unions, Non-union Employee Representation and Management Strategies in Pakistan
Muhammad Ali Akhter (Kohinoor Textile Mills Ltd), Alia Rahim (Punjab University of Lahore), Muhammad Asif Comboh (Kohinoor Textile Mills Ltd)

Preventing Labor Relations Risk: Problems to Be Solved by Chinese-Funded Enterprises Involved in "One Belt and One Road" Initiative - A Case of Brazil
Jian Qiao (China University of Labor Relations)

The institutional work as a relevant theory for the study of individual actors’ roles in the reshaping of employment relations policies within MNCs
Sondes Turki (Université de Montréal)

SESSION B: 3.6 AT THE MARGIN OF THE LABOUR MARKET?

Chair: Joy Onyinyechi Ekwoaba (University of Lagos)  
Technical Facilitator: Michael Muir michaeljoseph@ilera.ca

Tracking Precarity: Employment Pathways of Precarious Status Migrant Workers in Alberta, Canada
Jason Foster (Athabasca University)

Mother’s education and child work in Lagos mainland area of Lagos state, Nigeria
Joy Onyinyechi Ekwoaba (University of Lagos)

The creation of social labels as a mechanism to combat contemporary slave labor in the Brazilian beef production chain
Fernanda Brandão Cançado (Universidade Federal de Mato Grosso) and Carla Reita Faria Leal (Universidade Federal de Mato Grosso)

“The same for all”? Tenures in Milan construction sector for different immigrant groups
Rupa Banerjee (Ryerson University), Tingting Zhang (Merrimack College), Lorenzo Frangi

SESSION C: 10.3 INDIGENEOITY AND WORK: EXPERIENCES OF INDIGENOUS WORKERS

Chair: Danielle Lamb (Ryerson University)  
Technical Facilitator: Rana Semaani rana@ilera.ca

Indigenous employee voice in the Vietnamese workplace: Challenges and solutions
Pauline Stanton (RMIT University), Tho Alang (Da Nang University- Kontum Campus) and Mark Rose (RMIT University)

Non-Standard Employment and Indigenous Earnings Inequality in Canada
Danielle Lamb (Ryerson University) and Anil Verma (University of Toronto)

Leadership in Aboriginal Australian Enterprises
Mark Jones (RMIT University), Mark Rose (RMIT University) and Pauline Stanton (RMIT University)

The challenge of attracting Indigenous workers in the Quebec forest industry: Expectations, perceptions and barriers
Marie-Eve Dufour (Université Laval) and Jean-Michel Beaudoin (Université Laval)

SESSION D: 5.5 DEVELOPMENTS IN LABOUR LAW

Chair: Jonathan Sale (University of Newcastle)  
Technical Facilitator: Shruti Kumar shruti@ilera.ca

Spanish-American legal transfers, Australian parallels and endogenous developments in Philippine labour law: Some entangled legal histories, varieties of capitalism and labour market implications
Jonathan Sale (University of Newcastle)

Freedom of Association and the Limits on Government Certification in Ontario
Robert Hebdon (McGill University)

Effect of Political and Legislative Change on Union Certification in Ontario
Christopher Davidson (University of Toronto), Emily Niles (Canadian Union of Public Employees) and Kelly Kwon (University of Toronto)

Seeing labour from the middle: HR practitioners on the status and improvement of labour laws compliance in the Philippines
Virgel C. Binghay (University of the Philippines)
DAY THREE: SATURDAY JUNE 27

8:30 – 10:00 (CONTINUED)

SESSION E: 11.6 CRIMT. EXPERIMENTS IN LABOUR, IR AND HRM TRANSNATIONALISM

Chair:
Roger Lecourt
(CRIMT Partnership and ILO Consultant)

Technical Facilitator:
Evelyn Dionne
evelyn@ilera.ca

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Internationalization of industrial relations governance in upstream factories of garment industrial chain: A longitudinal study of Cambodia
Min Li (South China University of Technology), Xiaoli Hu (South China University of Technology), Yan Huang (South China University of Technology)

Labor Transnationalism and Horizontal Solidarities in the Bangladeshi Garment Industry
Christopher Raymond (ILR School, Cornell University)

The Paradoxes of Data Protection and Data Workers’ Privacy in India
Kai-Hsin Hung (HEC-Montréal)

Defying Organizational Perspectives: When Workers Reshape their Expatriate Experiences
Kamila Moulaï (Université de Louvain)
DAY THREE: SATURDAY JUNE 27

10:15 – 11:45

SESSION A: 5.6 SPACES AND PLACES OF WORK
Chair: Diane-Gabrielle Tremblay (Université Téluq)
Technical Facilitator: Sondes Turki sondes@ilera.ca

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Les Plateformes Numériques de Services: Diversité des Modèles managériaux et Régulations
Sophia Galiere (IAE Nantes)

Commodification and Labour Control at the Intersection between Labour Platform and Institutions: A Study of Food-Delivery Work in Belgium
Milena Franke (KU Leuven), Valeria Pulignano (KU Leuven)

Hidden hierarchies’ in a flat-line organisational structure
Benjamin Hopkins (University of Birmingham) and Kristine Olson (Dixie State University)

Third places and coworking spaces: challenges for work and employment
Diane-Gabrielle Tremblay (Université Téluq), Gerard Krauss (Université Rennes 2), Guy Baudelle

SESSION B: 6.2 CONFLICT AT WORK
Chair: Robert Hebdon (McGill University)
Technical Facilitator: Bénédicte Poirier benedicte@ilera.ca

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Balloons, icebergs, or escalators? Towards a comprehensive theory of labour conflict
Muhammad Umar Boodoo (University of Warwick), Lorenzo Frangi (ESQ-UQAM), Rafael Gomez (University of Toronto), Robert Hebdon (McGill University)

The moderating role of job insecurity and power distance in the relationship between supervisory justice and customer-directed sabotage
Young Ho Song (University of Windsor), Lorenzo Frangi (ESQ-UQAM)

Conflicts about union busting in Germany. Employee responses to management opposition
Markus Hertwig (Chemnitz Technical University)

Adeyemi Akinkunmi Modupe Dawodu (Daam & Associates (Nigeria) Ltd.), Olajide Odusanya

SESSION C: 7.2 ISSUES OF EQUITY
Chair: Desai Shan (Memorial University of Newfoundland)
Technical Facilitator: Jessica Truong jess@ilera.ca

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Dynamics of Race-Based Exclusion at Work: Lived Experiences and Perspectives of Racialized Public Servants in British Columbia
Farid Asey (University of Toronto)

Racializing Accentism in the Workplace
Vijay Ramjattan (University of Toronto)

Mia Rönnmar (Lund University)

The Failures of the Colour-Blind Employment Standards Enforcement Regime in Ontario
Kiran Mirchandani (University of Toronto) and Sheldon Bromfield (University of Toronto)

SESSION D: EXPANSION OF LABOUR ARBITRATION AND THE ROLE OF THE COURTS
Chair: Allen Ponak (former president, National Academy of Arbitrators)
Technical Facilitator: Tasneem Ava tasneem@ilera.ca

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Richard Charney, Global Head of Employment and Labour, Rose Norton Fullbright LLP, Toronto
Wassim Garzouzi, Union and Employee Advocate (Raven, Cameron, Ballentyne, Yazbeck, LLP, Ottawa)
Pnina Alon-Shenker, Professor of Law, Ryerson University,
### SESSION A: 1.6 INTERNAL UNION AFFAIRS

**Chair:** Mathieu Dupuis  
(Université Télouq)

**Technical Facilitator:** Evelyn Dionne  
evelyn@ilera.ca

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<td>L’étude des dynamiques de partage du leadership au sein des équipes syndicales locales : État des lieux et pistes de recherche</td>
<td>Chloé Fortin-Bergeron (Université du Québec à Trois-Rivières)</td>
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<td>You, Me, or We? Identity Change in a Merger Process of a Canadian Private Sector Union</td>
<td>Tingting Zhang (Merrimack College), Lorenzo Frangi (ESG-UQAM), Sinisa Hadziabdic (University of Geneva)</td>
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<td>The dual aspect of Canadian unions: Public and private law issues in the context of internal trade union disputes</td>
<td>Cole Eisen (University of Toronto)</td>
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<td>An emic exploration of union change readiness</td>
<td>Chris Smith (Carleton University), Linda Duxbury (Carleton University)</td>
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### SESSION B: 8.3 IEFECTOS DEL COVID-19 EN LAS RELACIONES LABORALES EN AMÉRICA LATINA

**Chair:** Eleonora Peliza  
(ARTRA ILERA Argentina)

**Technical Facilitator:** Michael Muir  
michaeljoseph@ilera.ca

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<tr>
<td>ARGENTINA</td>
<td>Eleonora Peliza (Universidad Nacional de Tres de Febrero), Rodrigo Mendez Filleul (Mendez Filleul)</td>
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<td>BRASIL</td>
<td>Jorge Cavalcanti Boucinhas Filho (OASP)</td>
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<td>COLOMBIA</td>
<td>Martha Monsalve (ILERA Colombia)</td>
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<td>CHILE</td>
<td>Hector Humeres Noguer (ILERA Chile, Universidad de Chile)</td>
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<td>MÉXICO</td>
<td>Leobardo López Morales (ESDET - Superior School of Law of Tlaxcala)</td>
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<td>PANAMÁ</td>
<td>Walker Sizemore (WS Legal Group)</td>
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<td>PERÚ</td>
<td>Marco Mejía Acosta (Análisis Laboral)</td>
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<td>VENEZUELA</td>
<td>Gustavo Saturno Troccoli (Universidad Interamericana de Panamá)</td>
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### SESSION C: THE FUTURE OF WORK IN RETAIL: A CRITICAL DISCUSSION OF THE PATHWAYS TO BETTER WORK IN THE SECTOR

**Chair:** Sean O’Brady  
(McMaster University)

**Technical Facilitator:** Rana Semaani  
ran@ilera.ca

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<tr>
<td>Tim Deelstra (United Food and Commercial Workers (UFCW))</td>
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<td>Angelo DiCaro (Unifor)</td>
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<td>Peter Ikeler (SUNY Old Westbury)</td>
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<td>Chris Tilly (University of California, Los Angeles)</td>
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### SESSION D: BOOK PANEL: THE SCIENCE OF SETTLEMENT

**Arbitrator & Mediator:** Susan Stewart  
(National Academy of Arbitrators)

**Technical Facilitator:** Emmel Murray  
emmel@ilera.ca

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<table>
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<th>Presenter(s)</th>
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<td>Barry Goldman (National Academy of Arbitrators)</td>
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<td>Christopher Albertyn (National Academy of Arbitrators)</td>
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<td>Jules B. Bloch (National Academy of Arbitrators)</td>
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DAY THREE: SATURDAY JUNE 27

14:00 - 15:30

CANADIAN INDUSTRIAL RELATIONS ASSOCIATION (CIRA) ANNUAL GENERAL MEETING / L’ASSOCIATION CANADIENNE DES RELATIONS INDUSTRIELLES (ACRI) ASSEMBLÉE GÉNÉRALE ANNUELLE

Chair: Patrice Jalette (CIRA President)  
Technical Facilitator: Guenther Lomas  
guenther@ilera.ca

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The Canadian Industrial Relations Association (CIRA) is a diverse network of people from across Canada and around the world interested in promoting research, discussion and education in the field of work, labour, employment and industrial relations. CIRA sponsors conferences, encourages high quality research and practice, and fosters the building of relationships between members.

CIRA is open to any individual interested in industrial relations, work, labour and employment, including unionization, union-management relations, labour and employment law, and human resources management.

Our association brings together specialists from labour, management, government and universities. The Canadian Industrial Relations Association is a great venue to learn more about the field of study and meet leading scholars and practitioners shaping the world of work.

L’Association canadienne des relations industrielles (ACRI) se veut un réseau de gens de partout au Canada et autour du monde intéressés par la promotion de la recherche, des discussions et de l’éducation dans les sphères du travail, de la main-d’œuvre, de l’emploi et des relations industrielles. L’ACRI parraine des conférences, appuie la recherche et les pratiques de haute qualité tout en soutenant la création de rapports entre les membres.

L’ACRI s’ouvre à toute personne intéressée par les relations industrielles, le travail, la main-d’œuvre, l’emploi, y compris le syndicalisme, les rapports syndicat-employeur, le droit du travail et de l’emploi et la gestion des ressources humaines.

Notre association réunit des spécialistes des domaines du travail, de la gestion, des gouvernements et des universités. L’Association canadienne des relations industrielles constitue un endroit idéal où on en apprend davantage sur le champ d’étude et où on rencontre des étudiants, des étudiantes, des praticiens et des praticiennes qui moulent le monde du travail.

All paid participants of ILERA2020 are CIRA Members for the 2020 year and welcome to join this annual general meeting

Tous les participants payants d’ILERA2020 sont membres de l’ACRI pour l’année 2020 et sont les bienvenus à cette assemblée générale annuelle.
AWARDS PRESENTATIONS

CANADIAN INDUSTRIAL RELATIONS ASSOCIATION AWARDS

**HD Woods Lecture**
Since 1984 CIRA has invited a prominent academic or practitioner in the field to deliver an honorary lecture on a topic of contemporary importance in industrial relations. This honorary lecture is named in honor of Harry Douglas Woods, a professor at McGill University who made significant contributions to the field of industrial relations in Canada, including founded the Industrial Relations Centre at McGill University.

*The 2020 Lecture is delivered by Pam Frache, Coordinator, Fight for $15 and Fairness (Workers’ Action Centre)*

Click here for Video Link >

**Gérald Dion Award**
Every year since 1980, CIRA has presented an award to an individual or organization in recognition of their outstanding contribution to our discipline. In 1990 this award was named the Gérald Dion Award in memory of Gérald Dion of the University of Laval who was a founding member of the Canadian Industrial Relations Association.

*2020 Recipient: John Godard, University of Manitoba*

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**Canadian Freedom of Association Award**
Created through a generous donation by Roy J. Adams, Professor Emeritus, McMaster University, this award recognizes a person or organization that has made an outstanding contribution to promoting the understanding of and compliance with international standards regarding the right to organize and bargain collectively as those standards apply to Canada.

*2020 Recipients: Workers’ Action Centre and Deena Ladd*

Click here for Award Citation English >

Click here for Award Citation French >

**Allen Ponak Best Student Paper Award**
Created through a generous donation by Dr. Allen Ponak, Arbitrator and Professor Emeritus, Haskayne School of Business, University of Calgary, this award is CIRA’s distinction given to the best student paper presented at the annual conference.

*2020 Recipient: Assaf Bondy, UCLA*

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**Law of Work Award**
Created through a generous donation by Dr. David Doorey, Associate Professor, York University and Director of the Osgoode Hall Law School PDP LLM in labour and employment law, this award recognizes the best paper presented at the annual conference by an emerging scholar in the area of the law of work.

*2020 Recipient: Cole Eisen, University of Toronto Faculty of Law*

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**ILERA2020 Awards**
**Non-OECD Student Travel Fellowship**
This travel fellowship was created to support travel expenses for graduate or post-doctoral students from non-OECD countries to attend the ILERA2020 conference at Ryerson University, Toronto, Canada. Selection was based on research excellence as evidenced by a submitted paper. Though travel was not possible, the recipients will receive a certificate of the award.

*2020 Recipients: Fernanda Brandão Cançado, Universidade Federal de Mato Grosso, Cristiane Fraga da Silveira Sastre, Universidade Federal do Rio Grande do Sul*

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Organizing Matters
Two Logics of Trade Union Representation
Guy Mundlak

Mundlak’s comprehensive, incisive and pathbreaking book comes at a critical time for the labor movement and for labor scholars. Especially for observers of US labor law and policy, the insights here could not be more important or more timely. As lawyers, scholars and advocates in the US begin to look abroad at models of sectoral bargaining, Mundlak’s analysis equips us to answer the thorniest questions – including those concerning the relationship between coverage and membership, between thin and thick notions of membership, and between membership, legitimacy, and democracy more broadly. A highly welcome contribution.

Benjamin I. Sachs, Harvard Law School, USA

Organizing Matters demonstrates the interplay between two distinct logics of labour’s collective action: on the one hand, workers coming together, usually at their place of work, entrusting the union to represent their interests and, on the other hand, social bargaining in which the trade union constructs labour’s interests from the top down. The book investigates the tensions and potential complementarities between the two logics through the combination of a strong theoretical framework and an extensive qualitative case study of trade union organizing and recruitment in four countries – Austria, Germany, Israel and the Netherlands. These countries still utilize social-wide bargaining but find it necessary to draw and develop strategies transposed from Anglo-American countries in response to continuously declining membership.

Trade unionists and scholars will find this a compelling story of organizing, narrated in the voice of organizers, trade union officials and local observers. This is a source for reflection on the daily hardship and strategic goals of organizing. Theorists will be able to utilize the two logics for explaining ongoing challenges for trade unions’ revitalization worldwide.

Guy Mundlak is a Professor at Tel Aviv University, Israel.
THANK YOU FOR A GREAT CONFERENCE!

Asynchronous content and any videos produced from the conference can be found on the CIRA-ACRI YouTube channel along with other CIRA-ACRI webinars:

CIRA-ACRI YOUTUBE CHANNEL >

Continue to follow us and see you next year!

Calls for papers coming soon...

CIRA-ACRI 2021 QUÉBEC CITY
www.cira-acci.ca

19TH ILERA WORLD CONGRESS LUND, SWEDEN
June 21 – 24, 2021 | www.ilo-ilera.org

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