

June 24 – 27, 2020



ILERA 2020

10TH INTERNATIONAL
LABOUR AND EMPLOYMENT
RELATIONS ASSOCIATION
REGIONAL CONGRESS
FOR THE AMERICAS

ONLINE CONFERENCE PROGRAM

In Collaboration with



WELCOME



[CLICK HERE FOR WELCOME FROM Mia Rönmar](#)

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



[CLICK HERE FOR WELCOME FROM Patrice Jalette](#)

Professor, Université
de Montréal and
President of CIRA



[CLICK HERE FOR WELCOME FROM Daphne Taras](#)

Dean of the Ted Rogers
School of Business,
Ryerson University

WELCOME FROM THE CONFERENCE CO-CHAIRS

Check out our Welcome video [here](#) or read this boring text

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, Inthuja 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, Dieric Guimarães and Erik Sagmoen. 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.



Lorenzo Frangi
UQAM



Johanna Weststar
Western University



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.

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

STEP 1

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.

STEP 2

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.

STEP 3

To promote open access to information, you may share the session links to others who you feel would be interested in the session.

STEP 4

The link will take you to a 'waiting zoom' where you will wait until the 'host' of the session lets you in.

STEP 5

Your audio will be automatically 'muted' during the session unless you are a presenter. If you wish to ask a question or make a comment, you can signal this to the host in the chat function or by using the 'raise hand' function. The host will review this protocol at the start of each session. The host will then either take your question from the chat or they will unmute your audio so that you can speak.

STEP 6

You will have the choice whether to display your video or not.

STEP 7

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.

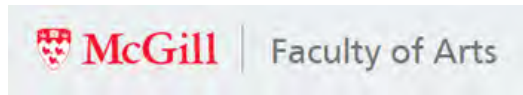
STEP 8

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.



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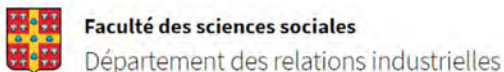
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PROGRAM OUTLINE

PRELIMINARY: WEDNESDAY, JUNE 24, 2020

8:30 – 10:00	ILERA Executive Meeting
10:00 – 14:45	ILERA 2020 Graduate Student Consortium
10:00 – 11:30	CIRA-ACRI Executive Meeting / Réunion Exécutive
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

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: WEDNESDAY, JUNE 24

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.

[Click here for Zoom Link >](#)

Schedule

10:00 – 10:30	Preprogram: Mindful Meditation
10:30 – 10:40	Welcome & Introductions
10:40 – 11:10	Keynote and interactive Question & Answer Session Dean Daphne Taras, <i>Ted Rogers School of Management, Ryerson University</i>
11:10 – 11:25	Circuit breaker trivia (Round 1) A chance to win prizes!
11:25 – 11:30	Mini Break
11:30 – 12:15	Concurrent Panel #1: Global studies in an era of global challenges This session tackles some of the issues and opportunities relating to global experiences as a student, researcher, or a job seeker. Click here for Zoom Link >
	Concurrent Panel #2: Global opportunities in practice This session is for students interested in seeking experiences and employment outside of academia. It will address current global challenges and discuss potential opportunities. Click here for Zoom Link >
12:15 – 13:15	Lunch Break Optional yoga fitness
13:15 – 14:15	Fireside chat with special guest and interactive Question & Answer session
14:15 – 14:30	Circuit breaker trivia (Round 2) A chance to win prizes!
14:30 – 14:45	Closing remarks
	End of program

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)

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)

Accessibility

For accessibility requests, please connect with the session organizers by emailing: ileragradteam@gmail.com



PRE-PROGRAM: WEDNESDAY, JUNE 24

PRE-PROGRAM SESSIONS

Schedule

8:30 – 10:00

ILERA Executive Committee Meeting

Chair: Mia Rönnmar (ILERA President, Lund University)

This is a closed session to Executive Members only

10:00 – 11:30

CIRA-ACRI Executive Meeting / Réunion Exécutive

Chair: Patrice Jalette (CIRA-ACRI President, Université de Montréal)

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 the impact of COVID-19 on Schools, Departments, Programs and Centres.







DAY ONE: THURSDAY JUNE 25

SESSIONS

	Unionism and other forms of workers' representation		Developments in labour law and public policy
	Human resource management and organizational behavior		Conflict at work and its resolution
	Work and well-being		Employment diversity and fairness at work
	Labour markets		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

TIME	SESSION A	SESSION B	SESSION C	SESSION D	SESSION E
8.30 – 10.00	1.1 Negotiations and Industrial Disputes	2.1 Employment relations systems and HR strategies	5.1 Globalization and labour law	10.1 Ingenuity and work: Legal regimes and Self-Determination	Education and Labour Market in South Asia: Policies and Praxis
10:15 – 11:45	5.2 Neoliberalism, austerity and financialization	6.1 Innovations in Dispute Resolution	ILO report to mark the 30th anniversary of Convention No. 169		11.3 CRIMT Power Asymmetries and Inequalities: Experimentation for better and worse work
12:00 – 13:30	1.2 Taking an environmental and social lens	4.1 Redefining the employment relationship	1.3 The public sector and health care	Strikes and lockouts: legal paths, challenges, and recent dynamics	
13:45 – 15:15	8.1 Industrial Relations Theory & Practice	7.1 Gender and Workplace Hegemonies	Work, skills, and employment relations in Construction		11.1 CRIMT. Rethinking Skills and Capabilities: Sectoral, regional and organizational perspectives
15:30 – 17:00	4.2 Informal work and workers	9.1 Teaching Strategies for Making Labor and Employment Relations Courses Relevant in an Era of Perceived Irrelevance	Disruptive Technologies and the Future of Work & Employment	New directions or the same old problems? Union efforts at renewal and revitalization in Canada	
17:15 – 18:45					11.5 CRIMT. Experimenting with New Forms of Collective Action

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
- 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



DAY ONE: THURSDAY JUNE 25

ASYNCHRONOUS CONTENT

WELCOMING REMARKS

Mia Ronnmar (ILERA President),
Patrice Jalette (CIRA President),
Daphne Taras (Dean, Ryerson School of Management),
Lorenzo Frangi (Conference Co-Chairs)
Johanna Weststar (Conference Co-Chairs)

[Click on each name above to see welcome message.](#)

HD WOODS LECTURE

[Click here for Video Link >](#)

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)

Emancipation in the Idea of Transnational Labour Law
Adelle Blackett (McGill University)

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)

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)
Naomi Alboim (Queen's University)
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)
Katiuscia Galhera (Universidade Federal da Grande Dourados)
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)
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)

[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)



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:
Guenther Lomas
guenther@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 Bojindra Prasad Tulachan (Ajou University)

SESSION D: 10.1 INGENEITY AND WORK: LEGAL REGIMES AND SELF-DETERMINATION

Chair:
Danielle Lamb
(Ryerson University)

Technical Facilitator:
Shruti Kumar
shruti@ilera.ca

[Click here for Zoom Link >](#)

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 (X)

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
rana@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
benedicte@ilera.ca

[Click here for Zoom Link >](#)

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)

Liberalization strategies of employers' organizations within manufacturing and retail since the 70s - the Dutch case
Saskia Boumans (AIAS-HIS University of Amsterdam)

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)

SESSION B: 6.1 INNOVATIONS IN DISPUTE RESOLUTION

Chair:
Bradley Weinberg
(Queen's University)

Technical Facilitator:
Emmel Murray
emmel@ilera.ca

[Click here for Zoom Link >](#)

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)

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

Chair:
Umberto Cattaneo
(International Labour Organization)

Technical Facilitator:
Jessica Truong
jess@ilera.ca

[Click here for Zoom Link >](#)

*Martin Oelz (International Labour Organization)
Rishabh Dhir (International Labour Organization)
Maria Victoria Cabrera Ormazá (International Labour Organization)*

SESSION E: 11.3 CRIMT POWER ASYMMETRIES AND INEQUALITIES: EXPERIMENTATION FOR BETTER AND WORSE WORK

Chair:
Phil Almond
(University of Leicester)

Technical Facilitator:
Evelyn Dionne
evelyn@ilera.ca

[Click here for Zoom Link >](#)

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)

The Poverty Of American 'Industrial Democracy': The Construction Of Industrial Relations Institutions During The 'Second' & Third New Deals, 1935–1947

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:
Sondes Turki
sondes@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 Sheerbroke)

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:
Michael Muir
michaeljoseph@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 Célérier (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)

Platform economy, subcontracting and casualization of employment: the paradox of sectoral regulation

Frederic Hanin (Université Laval), Martine D'Amours (Université Laval), Louise Briand (Université du Québec en Outaouais), Guy Bellemare (Université du Québec en Outaouais) and Leticia Pogliaghi (Universidad Nacional Autónoma de México)

New Actors as Motors for Industrial Relations change: Inter-actors Conflict and the Reformation of Central Collective Bargaining for Precarious Workers
Assaf Bondy (UCLA)

SESSION C: 1.3 THE PUBLIC SECTOR AND HEALTH CARE

Chair:
Robert Hickey
(Queen's University)

Technical Facilitator:
Yichen Feng
yichen@ilera.ca

[Click here for Zoom Link >](#)

Precarization 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 Poletto Oltramari (Universidade Federal do Rio Grande do Sul)

Sectoral Power and Partnership. Understanding the Conditions for Social Partnership Responses in US-American and English Healthcare

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:
Natalia Rohraff
natalia@ilera.ca

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Tom Collins (Retail, Wholesale and Department Store Union (RWDSU)),

Peggy Nash (CLMR)

David Rapaport

Pierre Moreau

Roxane Dubois (Unifor)

John Godard (University of Manitoba)



DAY ONE: THURSDAY JUNE 25

13:45 – 15:15

SESSION A: 8.1 INDUSTRIAL RELATIONS THEORY & PRACTICE

Chair:
Harry Katz
(Cornell University)

Technical Facilitator:
Rana Semaani
rana@ilera.ca

[Click here for Zoom Link >](#)

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 Highly-Representative Democracies for Representative Workplaces: Comparative Theory and 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 B: 7.1 GENDER AND WORKPLACE HEGEMONIES

Chair:
Nita Chhiner
(University of Guelph)

Technical Facilitator:
Shruti Kumar
shruti@ilera.ca

[Click here for Zoom Link >](#)

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 experience of women working in resource sectors of blue-collared industry

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: WORK, SKILLS, AND EMPLOYMENT RELATIONS IN CONSTRUCTION

Chair:
Robert Hickey
(Queen's University)

Technical Facilitator:
Tasneem Ava
tasneem@ilera.ca

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Régulation du travail et conflits liés à l'emploi : l'approche québécoise de résolution des conflits de compétence entre les métiers de la construction

Pier-Luc Bilodeau (Université Laval), Evelyn Dionne (Université Laval), Sophie Mireault (Lawyer)

Construction Labour Referral in the Province of Quebec after the Prohibition of Union Hiring Halls: A Realist Evaluation of the Carnet de référence de la construction (2013-2018)

Martin St-Arnaud (Université Laval), Pier-Luc Bilodeau (Université Laval)

"The same for all"? Tenures in Milan construction sector for different immigrant groups

Rupa Banerjee (Ryerson University), Tingting Zhang (Merrimack College), Lorenzo Frangi

SESSION E: 11.1 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:
Emmel Murray
emmel@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 Poletto 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) by public policies to create occupation and income to informal workers

Ana Virginia Moreira Gomes (Universidade de Fortaleza), João Felipe 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

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:
Guenther Lomas
guenther@ilera.ca

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Susan Helper

Tom Kochan (Massachusetts Institute of Technology)

Joel Cutcher-Gershenfeld

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

Chair:
John Peters
(Laurentian University)

Technical Facilitator:
Yichen Fen
yichen@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)

17:15 – 18:45

SESSION E: 11.5 CRIMT. EXPERIMENTING WITH NEW FORMS OF COLLECTIVE ACTION

Chair:
Roxanne Dubois
(UNIFOR)

Technical Facilitator:
Jessica Truong
jess@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)

Union identities and environmental protection: the case of Québec's construction industry

Evelyn Dionne (Université Laval)






North American Solidarity Project

Gregor Murray (Université de Montréal)







DAY TWO: FRIDAY JUNE 26

SESSIONS

	Unionism and other forms of workers' representation		Developments in labour law and public policy
	Human resource management and organizational behavior		Conflict at work and its resolution
	Work and well-being		Employment diversity and fairness at work
	Labour markets		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

TIME	SESSION A	SESSION B	SESSION C	SESSION D	SESSION E
8:30 – 10:00	5.3 Privacy and surveillance	2.2 Perspectives on Employee Development	3.1 Performance, productivity and well-being	Gender, labour and Islamophobia as experienced by South Asian populations	11.4 CRIMT. Company-level Collective Bargaining and the Dynamics of Inequity: Australia, Canada, Denmark, and France in Comparative Perspective
10:15 – 11:45	1.4 New and old faces of collectivism	6.2 Conflict at Work	Book Panel: Everyday Transgressions: Domestic Workers' Transnational Challenge to International Labor Law	Global inequalities and work – what next?	Innovative Approaches to Dispute Resolution
12:00 – 13:30	1.5 Non-Union Worker Collectivities	3.5 Psychosocial hazards and workplace violence	Comparative Perspectives on Work and Worker Organizing in Global Supply Chains in the Americas	Study Group of Third Party Neutrals in Dispute Resolution	11.2 CRIMT. Labour and the Green New Deal
13:45 – 15:15	8.2 Labour, Algorithms and Industry 4.0	4.3 Professional paths	9.2 Innovations in Teaching Employment Relations	Gig workers: analytical and strategic insights.	
15:30 – 17:00	5.4 Labour Law Reform in Latin America	3.2 Worker health at stake	Work in the West: the implications of resistance and regulation for land and labour	Unions, community organising, social justice	

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 Saksida (University of Prince Edward Island)

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

Emancipation in the Idea of Transnational Labour Law
Adelle Blackett (McGill University)

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)

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

Anna Triandafyllidou (Ryerson University)

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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)
Naomi Alboim (Queen's University)
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)
Katiuscia Galhera (Universidade Federal da Grande Dourados)
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)

AWARDS PRESENTATIONS

Law of Work Award:

Cole Eisen (University of Toronto)

Allen Ponak Best Student Paper Award:

Assaf Bondy (UCLA);

Non-OECD Student Awards:

Fernanda Brandão Cançado (Universidade Federal de Mato Grosso), Cristiane Fraga da Silveira Sastre (Universidade Federal do Rio Grande do Sul)



DAY TWO: FRIDAY JUNE 26

8:30 – 10:00

SESSION A: 5.3 PRIVACY AND SURVEILLANCE

Chair:
Scott Walsworth
(University of
Saskatchewan)

Technical Facilitator:
Guenter Lomas
guenter@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)

The Flexible Trend of Labor Security Supervision in China: Typological Development of Order Correction
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 B: 2.2 PERSPECTIVES ON EMPLOYEE DEVELOPMENT

Chair:
TBC

Technical Facilitator:
Natalia Rohraff
natalia@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), Jhongseok 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 C: 3.1 PERFORMANCE, PRODUCTIVITY AND WELL-BEING

Chair:
Firat Sayin
(St-Mary's University)

Technical Facilitator:
Evelyn Dionne
evelyn@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 D: GENDER, LABOUR AND ISLAMAPHOBIA AS EXPERIENCED BY SOUTH ASIAN POPULATIONS

Chair:
Asmita Bhutani
(University of Toronto,
South Asian Interest Group)

Technical Facilitator:
Emmel Murray
emmel@ilera.ca

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Kiran Mirchandani (OISE, University of Toronto)
Sarah Alam (OISE, University of Toronto)
Neelofar Ahmed (University of Toronto)



DAY TWO: FRIDAY JUNE 26

8:30 – 10:00 (CONTINUED)

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:

Bénédicte Poirier
benedicte@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:
Tasneem Ava
tasneem@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 B: 6.2 CONFLICT AT WORK

Chair:
Robert Hebdon
(McGill University)

Technical Facilitator:
Rana Semaani
rana@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 (ESG-UQAM)

Conflicts about union busting in Germany. Employee responses to management opposition

Markus Hertwig (Chemnitz Technical University)

Effect of Industrial Dispute on Labour Turnover in the Nigerian Tertiary Institution. A Study of Federal College of Education, Oyo State, Nigeria

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

SESSION C: BOOK PANEL: EVERYDAY TRANSGRESSIONS: DOMESTIC WORKERS' TRANSNATIONAL CHALLENGE TO INTERNATIONAL LABOR LAW

Chair:
Adelle Blackett
(McGill University)

Technical Facilitator:
Yichen Feng
yichen@ilera.ca

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Louise Boivin (Université du Québec en Outaouais)

Leah Vosko (York University)

Uma Rani Amara (International Labour Office)

Ana Virginia Moreira Gomes (Universidade de Fortaleza)

SESSION D: GLOBAL INEQUALITIES AND WORK – WHAT NEXT?

Chair:
Manuela Tomei

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 have employers' organizations played in mitigating the impact of the pandemic on inequality?

Derrick Hynes (Canadian Employers' Council)

What role have trade unions played in mitigating the impact of the pandemic on inequality?

Cathy Feingold (AFLCIO)

What role will labour relations play in addressing the effects of the COVID19 pandemic on inequality?

Susan Hayter (International Labour Organization)

SESSION E: INNOVATIVE APPROACHES TO DISPUTE RESOLUTION

Arbitrator & Mediator:
Susan Stewart

Technical Facilitator:
Jessica Truong
jess@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:
Sondes Turki
sondes@ilera.ca

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Workers' Self-Management in Argentina Contesting Neo-liberalism 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: 3.5 PSYCHOSOCIAL HAZARDS AND WORKPLACE VIOLENCE

Chair:
Jason Foster
(Athabasca University)

Technical Facilitator:
Natalia Rohraff
natalia@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. Zeytinoglu (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 María Soledad De Franco (Law Office)

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)

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

Chair:
Mark Anner
(Penn State University)

Technical Facilitator:
Guenther Lomas
guenther@ilera.ca

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Matthew Fischer-Daly (Cornell University), Cirila Quintero Ramírez (El Colegio de la Frontera Norte, Matamoros), João Paulo C. Veiga (University of São Paulo), Katiúscia Galhera (Universidade Federal da Grande Dourados), Anil Verma (University of Toronto)

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

Chair:
Christopher Albertyn
(National Academy of Arbitrators)

Technical Facilitator:
Evelyn Dionne
evelyn@ilera.ca

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TBC

SESSION E: 11.2 CRIMT. LABOUR AND THE GREEN NEW DEAL

Chair:
John Peters
(Laurentian University)

Technical Facilitator:
Bénédicte Poirier
benedicte@ilera.ca

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Joie Warnock (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

Chair:
Umar Boodoo
(University of Warwick)

Technical Facilitator:
Michael Muir
michaeljoseph@ilera.ca

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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 (Memorial University of Newfoundland)*

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 PROFESSIONAL PATHS

Chair:
Shelagh Campbell
(University of Regina)

Technical Facilitator:
Emmel Murray
emmel@ilera.ca

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Alone in a counter-institution: Professionals' identity work 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

Chair:
Johanna Weststar
(Western University)

Technical Facilitator:
Tasneem Ava
tasneem@ilera.ca

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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.

Chair:
Lorenzo Frangi
(Université du Québec à Montréal)

Technical Facilitator:
Rana Semaani
rana@ilera.ca

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Pierre Moreau (PE Moreau Avocat Inc)

Liisa Schofield (Canadian Union of Postal Workers),

Ryan White (Cavalluzzo)



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 América: Premises for a labour policy transformation for the near Future

Eleonora Peliza (Universidad Nacional de Tres de Febrero)

Labor Reform in Brazil: main normative changes and the impacts to workers

Isabela Fadulde Oliveira (Federal University of Bahia)

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 B: 3.2 WORKER HEALTH AT STAKE

Chair:
Pier-Luc Bilodeau
(Université Laval)

Technical Facilitator:
Sondes Turki
sondes@ilera.ca

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The Need to Enhance Marine Occupational Health and Safety in Canada

Desai Shan (Memorial University of Newfoundland)

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

Chair:
Shelagh Campbell
(University of Regina)

Technical Facilitator:
Yichen Feng
yichen@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)

The power of protest: activism in the energy sector

Adam Fremeth (Ivey Business School, Western University)

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),

John Aman (Unifor),

Roxanne Dubois (Unifor)






Bénédicte Poirier (UQAM)

Tingting Zhang (Merrimack College)







DAY THREE: SATURDAY JUNE 27

SESSIONS

	Unionism and other forms of workers' representation		Developments in labour law and public policy
	Human resource management and organizational behavior		Conflict at work and its resolution
	Work and well-being		Employment diversity and fairness at work
	Labour markets		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

TIME	SESSION A	SESSION B	SESSION C	SESSION D	SESSION E
8.30 – 10.00	8.2 Comparative employment relations strategies	3.3 At the Margin of the Labour Market?	10.2 Indigeneity and work: Experiences of Indigenous Workers	5.5 Developments in labour law	11.6 CRIMT. Experiments in Labour, IR and HRM Transnationalism
10:15 – 11:45	5.6 Spaces and Places of Work	3.4 Low wage workers, working time and the living wage	7.2 Issues of equity	Expansion of Labour Arbitration and the Role of the Courts	
12:00 – 13:30	1.6 Internal Union Affairs	Impact of COVID-19 in Latin America	The Future of Work in Retail: A Critical Discussion of the Pathways to Better Work in the Sector	Book Panel: The Science of Settlement	
14:00 – 15:30	Canadian Industrial Relations Association (CIRA) Annual General Meeting				

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: 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 Saksida (University of Prince Edward Island)

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

Emancipation in the Idea of Transnational Labour Law
Adelle Blackett (McGill University)

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)

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

Anna Triandafyllidou (Ryerson University)

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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)
Naomi Alboim (Queen's University)
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)
Katiuscia Galhera (Universidade Federal da Grande Dourados)
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)

CLOSING REMARKS



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:
Guenther Lomas
guenther@ilera.ca

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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: 3.3 AT THE MARGIN OF THE LABOUR MARKET?

Chair:
Joy Onyinyechi Ekwoaba
(University of Lagos)

Technical Facilitator:
Michael Muir
michaeljoseph@ilera.ca

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Surfacing the Underground: Experiences of Undocumented Migrant Workers in Alberta
Jason Foster (Athabasca University)

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

Human trafficking, human rights or labour law? Where should we turn to protect the rights of migrant workers facing forced labour?
Laurence Matte Guilmain (Université du Québec à Montréal) and Jill Hanley (McGill University)

The creation of social labels as a mechanism to combat contemporary slave labor in the Brazilian beef production chain
Fernanda Brandão Caçado (Universidade Federal de Mato Grosso) and Carla Reita Faria Leal (Universidade Federal de Mato Grosso), Luís Henrique da Costa Leão, Claudia Regina de Oliveira Magalhães da Silva Loureiro, Marcia Leonora Santos Regis Orlandini, Isabelle Bandeira de Moraes D'Angelo

SESSION C: 10.2 INDIGENEITY AND WORK: EXPERIENCES OF INDIGENOUS WORKERS

Chair:
Danielle Lamb
(Ryerson University)

Technical Facilitator:
Jessica Truong
jess@ilera.ca

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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

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Spanish-American legal transfers, Australian parallels and endogenous developments in Phillipine 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
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. Bingham (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:

Sondes Turki
sondes@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:
Evelyn Dionne
evelyn@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: 3.4 LOW WAGE WORKERS, WORKING TIME AND THE LIVING WAGE

Chair:
Anil Verma
(University of Toronto)

Technical Facilitator:
Tasneem Ava
tasneem@ilera.ca

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

Employer and employee perspectives of a 'Living Wage' in New Zealand
Jane Parker (Massey University), Jim Arrowsmith (Massey University), Stuart Carr (Massey University)
Jarrood Haar (Auckland University of Technology), Siautu Adefaio (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 C: 7.2 ISSUES OF EQUITY

Chair:
Desai Shan
(Memorial University of Newfoundland)

Technical Facilitator:
Emmel Murray
emmel@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)

Prolonged Working Lives, Older Workers and Dismissals. A Study of the Dynamics between Employment Protection, Non-Discrimination and Collective Bargaining
Mia Rönnmär (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:
Rana Semaani
rana@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)
Pinna Alon-Shenker, Professor of Law, Ryerson University, Sat morning



DAY THREE: SATURDAY JUNE 27

12:00 – 13:30

SESSION A: 1.6 INTERNAL UNION AFFAIRS

Chair:
Mathieu Dupuis
(Université TÉLUQ)

Technical Facilitator:
Sondes Turki
sondes@ilera.ca

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L'étude des dynamiques de partage du leadership au sein des équipes syndicales locales : État des lieux et pistes de recherche

Chloé Fortin-Bergeron (Université du Québec à Trois-Rivières)

You, Me, or We? Identity Change in a Merger Process of a Canadian Private Sector Union

Tingting Zhang (Merrimack College), Lorenzo Frangi (ESG-UQAM), Sinisa Hadziabdic (University of Geneva)

The dual aspect of Canadian unions: Public and private law issues in the context of internal trade union disputes

Cole Eisen (University of Toronto)

An emic exploration of union change readiness

Chris Smith (Carleton University), Linda Duxbury (Carleton University)

SESSION B: IMPACT OF COVID-19 IN LATIN AMERICA

Chair:
Eleonora Peliza
(ILERA-ARTRA & Universidad Nacional de Tres de Febrero)

Technical Facilitator:
Michael Muir
michaeljoseph@ilera.ca

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Martha Monsalve Cuellar (ILERA-Columbia)

Rodigo Mendez Filleul

Marco Mejía

Hector Humeres (AHMT Abogados)

Ángel Edoardo Ruiz Buenrostro (Universidad de Guadalajara)

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:
Jessica Truong
jess@ilera.ca

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Tim Deelstra (United Food and Commercial Workers (UFCW))

Angelo DiCaro (Unifor)

Peter Ikeler (SUNY Old Westbury)

Chris Tilly (University of California, Los Angeles)

SESSION D: BOOK PANEL: THE SCIENCE OF SETTLEMENT

Arbitrator & Mediator:
Susan Stewart

Technical Facilitator:
Shruti Kumar
shruti@ilera.ca

[Click here for Zoom Link >](#)

Barry Goldman (National Academy of Arbitrators)

Christopher Albertyn (National Academy of Arbitrators)

Jules Bloch (National Academy of Arbitrators)

needs to be Sat



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:
Tasneem Ava
tasneem@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'ILEREA2020 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 Nil Sendil, Toronto Worker Action Centre

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G rard 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 G rard Dion Award in memory of G rard 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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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 understanding of and compliance with international standards regarding the right to organize and bargain collectively as those standards apply to Canada.

2020 Recipient: TBD

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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 Brand o Ca ado, Universidade Federal de Mato Grosso Cristiane Fraga da Silveira Sastre, Universidade Federal do Rio Grande do Sul

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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 YOU TUBE CHANNEL >](#)

Continue to follow us and see you next year!

Calls for papers coming soon...



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