



Canadian Industrial Relations Association  
L'Association canadienne des relations industrielles



June 4 - 6, 2008  
4 - 6 juin, 2008

UBC Robson Square  
Vancouver, BC

**2008** CIRA Annual Conference  
Congrès annuel de L'ACRI

**Industrial Relations in a Period of Prosperity:  
Are We Better Off?**

**Une période de prospérité est elle avantageuse  
pour les relations industrielles?**



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## **Schedule** **WEDNESDAY JUNE 4 | MERCREDI 4 JUIN** **Calendrier**

- 12:00-19:00 Registration | Inscription
- 11:30-13:30 Executive Meeting | Réunion du Comité Directeur
- 13:30-16:30 Doctoral Student Consortium  
Activités Pour Les Étudiants Inscrits au Doctorat en RI
- 19:00-20:30 Opening Plenary | Séance d'Ouverture
- 20:30-21:30 Reception | Réception

## **THURSDAY JUNE 5 | JEUDI 5 JUIN**

- 08:30-10:15 Sessions 5A to 5E
- 10:15-10:30 Morning Break | Pause
- 10:30-12:00 Sessions 5F to 5J
- 12:00-13:00 Buffet Lunch | Déjeuner
- 13:00-13:30 H.D. Woods Honorary Speaker  
Conférence Commémorative H.D. Woods
- 13:45-15:15 Sessions 5K to 5O
- 15:15-15:30 Afternoon Break | Pause
- 15:30-17:00 Sessions 5P to 5S
- 17:45 Transportation to | Transport à Cecil Green Park
- 18:30-19:30 Reception | Réception
- 19:30 CIRA Banquet | Banquet de l'ACRI

## **FRIDAY JUNE 6 | VENDREDI 6 JUIN**

- 08:30-10:15 Sessions 6A to 6D
- 10:15-10:30 Morning Break | Pause
- 10:30-12:00 Sessions 6E to 6I
- 12:00-13:00 Buffet Lunch | Déjeuner
- 13:00-14:15 Annual General Meeting | Assemblée Générale Annuelle
- 14:30-16:30 Executive Meeting | Réunion du Comité Directeur

## WEDNESDAY JUNE 4 | MERCREDI 4 JUIN

**12:00-19:00** Registration | Inscription

Campus Level  
Robson Square

**11:30-13:30** Executive Meeting | Réunion du Comité Directeur

Room C215  
Robson Square

**13:30-16:30** Doctoral Student Consortium  
Activités Pour Les Étudiants Inscrits au  
Doctorat en RI

Room 157  
Irving K. Barber Ctr  
UBC Point Grey

**19:00-20:30** Opening Plenary | Séance d'Ouverture

Room C300  
Robson Square

**Keynote Speaker:** **Work and Industrial Relations: Towards a new agenda**  
Dr. Russell Lansbury, *Professor of Work & Organizational Studies,*  
*University of Sydney*

**20:30-21:30** Reception | Réception

Foyer  
Robson Square

# THURSDAY JUNE 5 | JEUDI 5 JUIN

**08:30-10:15** SESSIONS 5A to 5E

**SESSION 5A: Non-Standard Work as a Prosperous Prospect? Some Gendered Dimensions\* (simultaneous interpretation)**

**Room C400**  
Robson Square

**Chair | Président:** Stephanie Bernstein, *Université du Québec à Montréal*

> **Caring, cleaning, and the self-employed: Exploring Canadian women's work experiences**

Nickela Anderson, Karen D. Hughes, *University of Alberta*

> **Personal and educational services for young children: The case of home daycare providers in Quebec**

Urwana Coiquaud, *HEC Montréal*

> **A look at unionization from a gender perspective: Women in the trucking industry**

Laurence-Léa Fontaine, *Université du Québec à Montréal*

**SESSION 5B: Rethinking Union Renewal I: Cross-Cutting Identities in a Global Era**  
**Repenser le Renouveau Syndical I: Identités Plurielles à l'ère de la Mondialisation**

**Room C225**  
Robson Square

**Chair | Président:** Gregor Murray, *Université de Montréal*

**Discussant | Commentaire:** Stephanie Ross, *York University*

> **Union Legitimacy and Globalization**

**La Légitimité Syndicale et la Mondialisation**

Christian Dufour, Adelheid Hege, *Institut de Recherches Economiques et Sociales*

> **Who is that Woman that Unions Seek to Organize? Differing Conceptions of Women and Unions in Union Renewal Strategies**  
**Qui est la Femme Archétype dans le Recrutement Syndical? Conceptions Divergentes des Femmes dans les Stratégie de Renouveau Syndical**

Charlotte A. B. Yates, *McMaster University*

> **The Dynamic Between Individualization and Collectivism**  
**Entre la Dynamique de l'Individualisation et du Collectivisme**

David Peetz, *Griffith University*

thursday june 5 | jeudi 5 juin

# THURSDAY JUNE 5 | JEUDI 5 JUIN (CONT'D)

## 08:30-10:15 SESSIONS 5A to 5E (CONT'D)

### SESSION 5C: Innovations in Industrial Relations

Room C215  
Robson Square

**Chair | Président:** Frank Reid, *University of Toronto*

- > **Compulsory Proportional Representation: Allaying potential concerns**  
Mark Harcourt, *University of Waikato*  
Helen Lam, *Athabasca University*
- > **Mediation the way forward in resolving backlog of labour disputes**  
Ashgar Ali Ali Mohamed, *International Islamic University*
- > **Facilitating Conflict Resolution with Blue Collar Nonunion Workers: The Case of a Saskatchewan Agricultural Company**  
Alan Levy, *University of Regina*
- > **Per Shift Employer Borrowing from Employees for Reopening a Closed Jute Industrial Unit: a Path Breaking Collective Agreement in the Context of Globalization and Change**  
G M Darshan, *Andhra University*

### SESSION 5D: Labour Law Issues

Room C680  
Robson Square

**Chair | Président:** Janice Foley, *University of Regina*

- > **Age-Old Problems: The treatment of mandatory retirement in Canadian labour and human rights law**  
Michael Lynk, *University of Western Ontario*
- > **In good faith? An analysis of duty of fair representation cases**  
Fiona McQuarrie, *University College of the Fraser Valley*
- > **Non-Compliance: Why legislation, regulations, and codes do not meet the challenge of prosperity**  
Diane Huberman Arnold, *Carleton University*  
Keith Arnold, *University of Ottawa*
- > **Labour Law in Saskatchewan: From Tommy Douglas to Charles Dickens**  
Jon Peirce, *Professional Institute of the Public Service of Canada*

### SESSION 5E: International Industrial Relations Issues I

Room C300  
Robson Square

**Chair | Président:** Ann Frost, *University of Western Ontario*

- > **Trade Unionism in the IT Industry: An employee's perspective**  
Rajib Dhar, *Symbiosis Institute of International Business, India*
- > **Unions, productivity, profitability in African manufacturing**  
Garth Frazer, *University of Toronto*
- > **Corporate approaches to skills in the new millennium: Opportunities and uncertainties down-under**  
Susan McGrath-Champ, Yasmin Rittau, Stuart Rosewarne, *University of Sydney*

# THURSDAY JUNE 5 | JEUDI 5 JUIN (CONT'D)

thursday june 5 | jeudi 5 juin

**10:15-10:30 Morning Break | Pause**

**10:30-12:00 SESSIONS 5F to 5J**

**SESSION 5F: International Industrial Relations Issues II\*  
(simultaneous interpretation)**

**Room C400**  
Robson Square

**Chair | Président:** Philippe Barré, *Université de Montréal*

- > **Une période de prospérité est-elle avantageuse pour les relations professionnelles?**  
Franz Clement, *CEPS – INSTEAD*
- > **L'État et l'investissement responsable: un levier d'action à la protection sociale des travailleurs**  
Lucie Morissette, Urwana Coiquaud, Simon Denault, *HEC Montréal*
- > **Les facteurs explicatifs de la préparation de l'employeur à la négociation collective**  
Jean-François Tremblay, *Université du Québec en Outaouais*  
Jean-Guy Bergeron, *Université de Montréal*
- > **Un modèle du désir d'être membre d'une association professionnelle**  
Stephane Renaud, Jean-Guy Bergeron, *Université de Montréal*
- > **Les relations professionnelles à l'épreuve des restructurations industrielles : une étude de cas**  
Florence Lefresne, Catherine Sauviat, *Institut de Recherches Economiques et Sociales*

**SESSION 5G: Shifting Tides: The Evolution of Unions and Industrial Relations**

**Room C225**  
Robson Square

**Chair | Président:** Joseph B. Rose, *McMaster University*

- > **Whither Unionism: Current State and Future Prospects of Union Revival in Canada**  
Pradeep Kumar, *Queen's University*
- > **The CAW-Magna Framework of Fairness**  
Sam Gindin, *York University*
- > **Plaidoyer pour un nouvel encadrement théorique des relations de travail**  
Marie-Josée Legault, *Université du Québec à Montréal*  
Martine D'Amours, *Université Laval*  
Guy Bellemare, *Université du Québec en Outaouais*  
Louise Briand, *Université du Québec en Outaouais*
- > **The Americanization of Australian Workplaces**  
Anthony Gould, *Université Laval*  
(paper will be presented by Joseph B. Rose)

# THURSDAY JUNE 5 | JEUDI 5 JUIN (CONT'D)

## 10:30-12:00 SESSIONS 5F to 5J (CONT'D)

Room C300  
Robson Square

### SESSION 5H: Human Resource Management Issues in the Asia-Pacific Region

**Chair | Président:** Thomas Knight, *University of British Columbia*

- > **Recent Transformation of Employment Relations in Korea**  
Byoung Hoon Lee, *Chung-Ang University*
- > **What's Happening to HR in Japan?**  
Yoshio Yanadori, *University of British Columbia*
- > **Human Resource Issues in China**  
Reter Sun, *Human Resources Director, Greater China, Rockwell Automation*
- > **The Cadaver in the body politic: How industrial relations reform killed a government in a period of prosperity**  
David Peetz, *Griffith University*

### SESSION 5I: Work-Family Conflict

Room C215  
Robson Square

**Chair | Président:** Catherine McCreary, *BCIRA Member-at-Large*

- > **Profit versus policy: Employee experience of family-friendly policy. A case study in New Zealand**  
Katherine Ravenswood, *AUT University*
- > **Does the presence of eldercare and childcare programs lead to a lower number of people quitting?**  
Sara L. Mann, *University of Guelph*  
Gordon Cooke, *Memorial University of Newfoundland*  
Isik Zeytinoglu, *McMaster University*
- > **Explaining Organizational Responsiveness to Work-life Balance Issues: The Role of Business Strategy**  
Jing Wang, *University of Toronto*

### SESSION 5J: Health and Safety in the Workplace

Room C680  
Robson Square

**Chair | Président:** John Godard, *University of Manitoba*

- > **The Internal Responsibility System in Construction Occupational Health & Safety Management is Failing Workers**  
David B. Fairey, *Trade Union Research Bureau*  
John Calvert, *Simon Fraser University*
- > **Drug Testing as a Management Strategy to Reduce Occupational Accidents**  
Stephen Havlovic, *SUNY Institute of Technology*
- > **Near Miss Accidents and Local Safety Cultures**  
Garry C. Gray, *Institute for Work and Health*

# THURSDAY JUNE 5 | JEUDI 5 JUIN (CONT'D)

**12:00\_13:00** Buffet Lunch | Déjeuner

Foyer  
Robson Square

**13:00\_13:30** H.D. Woods Honorary Speaker  
Conférence Commémorative H.D. Woods

Room C300  
Robson Square

Speaker | Conférencière: Daphne Taras, *University of Calgary*

**13:45\_15:15** SESSIONS 5K to 50

**SESSION 5K:** Social and Spatial Scales of Industrial Relations in Neo-liberal Times: Prosperity for Whom?  
Les Dimensions Sociale et Spatiale des Relations Industrielles à l'ère du Néolibéralisme: à qui Profite la Prospérité\* (simultaneous interpretation)

Room C400  
Robson Square

Chair | Président: Urwana Coiquaud, *HEC Montréal*

> **Normalized Flex-Labor and the 'Traumatized Worker': A Survey of the Impacts of Neoliberalism on Labor & Industrial Relations in the US, c. 1979-2007**

Étienne Cantin, *Université Laval*

> **Comparative provincial labour market dynamics: Uneven regional development**

La dynamique du marché du travail et les inégalités régionales, une approche compare

Travis Fast, *Université Laval*

> **Are public sector workers better off? Public sector working conditions in an era of neo-liberalism: The restructuring of work and collective bargaining outcomes**

Jean-Noël Grenier, Émilie Gagné, Mélanie Garant, *Université Laval*

> **Neoliberalism and industrial structure: the productivity puzzle revisited**

Néolibéralisme et gouvernement de l'industrie: le casse-tête de la productivité

Frédéric Hanin, *Université Laval*

> **Le mouvement syndical québécois face à cette période de prospérité: déclin ou renouveau?**

Diane Gagné, *Université de Montréal*

thursday june 5 | jeudi 5 juin

# THURSDAY JUNE 5 | JEUDI 5 JUIN (CONT'D)

## 13:45-15:15 SESSIONS 5K to 5O (CONT'D)

**SESSION 5L: Rethinking Union Renewal II: Grappling with Changing Landscapes**  
**Repenser le renouveau syndical II: Pistes pour les morphologies en mutation**

**Room C300**  
 Robson Square

**Chair | Président:** Charlotte A. B. Yates, *McMaster University*

- > **The Geographies of Union Renewal: Do Spatial Approaches Change Our Theories of Union Praxis?**  
**Les géographies du renouveau syndical: Les approches spatiales modifient-elles nos les théories de la praxis syndicale?**  
*Andrew Herod, University of Georgia*
- > **Mapping Four Dimensions of Non-Union Labour Movement Organization: A Conceptual Framework Applied to the U.S. Case**  
**Cartographier quatre dimensions du mouvement ouvrier non-syndiqué: Un cadre conceptuel pour le cas états-unien**  
*Ian Robinson, University of Michigan*
- > **Institutional Change and Union renewal: Union Efforts to Shape Changing Economic Landscapes**  
**Le changement institutionnel et le renouveau syndical: les stratégies qui visent à modifier le paysage économique**  
*Robert Hickey, Queen's University*
- > **Comparative Labour Studies Research in Open Systems**  
**Les études de travail à l'ère de l'internationalisation: Comment faire des comparaisons dans les systèmes ouverts**  
*Steven Tufts, York University*
- > **Central Federations as Catalysts of Change**  
**Les centrales syndicales au cœur des stratégies de renouveau**  
*Pradeep Kumar, Queen's University*

**SESSION 5M: Organizational Behavior and Human Resource Management**

**Room C225**  
 Robson Square

**Chair | Président:** Marc-David Seidel, *University of British Columbia*

- > **Psychological Contract Violation and Turnover Intentions in Organizations: A Meta-Analytic Investigation of their Intercorrelations**  
*Karlene Harry, McMaster University*
- > **Getting Off on the Right Foot: Acute Events and Emotional Dissonance**  
*Kevin Hewins, University of Western Ontario*
- > **Ethnic Network Portfolio Creation Among Immigrants to Canada**  
*Marc-David Seidel, Eiston Lo, Dennis Ma, University of British Columbia*

# THURSDAY JUNE 5 | JEUDI 5 JUIN (CONT'D)

## 13:45-15:15 SESSIONS 5K to 5O (CONT'D)

### SESSION 5N: Quality of Worklife

Room C215  
Robson Square

Chair | Président: Isik Zeytinoglu, *McMaster University*

- > **Long-Run Trends in Workers' Perception of Job Insecurity: Evidence from Canadian Gallup Poll Data, 1977-2000**  
Lu Zhou, Pierre Brochu, *University of Ottawa*
- > **Quality of Life and Human Resource Issues in the Game Development Industry**  
Johanna Weststar, *Saint Mary's University*
- > **Determinants & Consequences of Workforce Blending**  
Danielle van Jaarsveld, *University of British Columbia*  
Hyunji Kwon, *Korea Labor Institute*  
Ann Frost, *University of Western Ontario*
- > **La perception de l'exécutif syndical sur l'influence différenciée des stratégies d'affaires sur la satisfaction au travail: Vérification empirique**  
Dominique Lamaute, Stéphane Renaud, *Université de Montréal*

### SESSION 5O: The Impact of Globalization on Work

Room C680  
Robson Square

Chair | Président: Roy Adams, *McMaster University*

- > **Labour Market Deregulation, and the Public Management of Welfare to Work in North America and Western Europe, 1980-2005**  
John Peters, *Laurentian University*
- > **Union Response to Globalization in Sub-Saharan Africa: The Case of the Ghanaian Mining Sector**  
Armél Brice Adanhounme, Christian Lévesque, *HEC Montréal*
- > **Toward a System of Global Ethics in the Industry-Society Interface of International Business: A Rawlsian Perspective**  
Ajnesh Prasad, *York University*
- > **When a Mill Falls In Northern Saskatchewan, Does Anyone Hear?**  
Janice Foley, *University of Regina*

## 15:15-15:30 Afternoon Break | Pause

# THURSDAY JUNE 5 | JEUDI 5 JUIN (CONT'D)

## 15:30-17:00 SESSIONS 5P to 5S

### SESSION 5P: Transnational Industrial Relations\* (simultaneous interpretation)

Room C400  
Robson Square

**Chair | Président:** Reynald Bourque, *Université de Montréal*

- > **Évolution récente du syndicalisme professionnel et de la négociation collective au plan international**  
Reynald Bourque, *Université de Montréal*
- > **Les alliances syndicales transfrontalières au sein des entreprises multinationales: le cas du «Réseau UNI@Quebecor World»**  
Marc-Antonin Hennebert, *Université de Montréal*
- > **Construction d'une communauté syndicale internationale: bilan d'une expérience Nord-Sud dans les Amériques**  
Mélanie Dufour Poirier, *HEC Montréal*
- > **Transnational Union Alliances and Local Union Strategies: Assessing the Impact of the Supranational and the Local**  
Christian Lévesque, *HEC Montréal*  
Gregor Murray, *Université de Montréal*
- > **Les systèmes de relations professionnelles nationaux confrontés aux unions économiques régionales: l'exemple européen**  
Jocelyne Barreau, *Université de Rennes, France*

### SESSION 5Q: Manufacturing Matters: The Crisis of Manufacturing in Canada and its Impact on Work, Workplace and Workers

Room C215  
Robson Square

**Chair | Président:** Charlotte A. B. Yates, *McMaster University*

**Discussant | Commentaire:** Laurell Ritchie, *National Representative, Canadian Auto Workers, Toronto*

- > **Revisiting the Impact of 'Globalization' on Industrial Relations: The U.S. Manufacturing-Sector from the 'Long Boom' to an Era of 'Global Turbulence', c. 1948-2008**  
Étienne Cantin, *Université Laval*
- > **From bad to worse: Ontario's deepening manufacturing crisis and Canada's industrial unions**  
Robert Hickey, *Queen's University*  
Chris Schenk, *formerly with Ontario Federation of Labour*
- > **Social Unionism in Hard Times: The Impact of Manufacturing Decline on CAW Political Strategy**  
Stephanie Ross, *York University*
- > **Cheap Trick or Real Threat? Production Relocation in Canadian Manufacturing**  
Patrice Jalette, Amélie Tanguay, *Université de Montréal*

# THURSDAY JUNE 5 | JEUDI 5 JUIN (CONT'D)

## 15:30-17:00 SESSIONS 5P to 5S (CONT'D)

### SESSION 5R: Immigrants and Traditionally Unorganized Workers

Room C225  
Robson Square

**Chair | Président:** Steve Havlovic, *SUNY Institute of Technology*

- > **The Work of Sex: Rethinking Sex Work, Sex Workers, and the Role of Organized Labour**  
Gerald Hunt, *Ryerson University*
- > **An exploratory look at trade union organizing of aboriginal peoples**  
Louise Clarke, *University of Saskatchewan*  
Suzanne Mills, *Queen's University*
- > **The Determinants and Effects of Post-Migration Education among New Immigrants in Canada**  
Rupa Banerjee, *Ryerson University*  
Anil Verma, *University of Toronto*
- > **The Overeducation of Immigrants in the Canadian Labour Market: Evidence from the Workplace and Employee Survey**  
Steven Wald, Tony Fang, *York University*

### SESSION 5S: The Impact of Labour Law Changes on Workers

Room C680  
Robson Square

**Chair | Président:** Allen Ponak, *University of Calgary*

- > **Baby steps?: Toward the Regulation of Temporary Help Agency Employment in Canada**  
Timothy J. Bartkiw, *Ryerson University*
- > **Exclusion of Unionized Workers from Employment Standards Law**  
David B. Fairey, *Trade Union Research Bureau*
- > **Isn't this glamorous? Examining the impact of labour tax credit programs on work in the Canadian film and television production sector**  
Amanda Coles, *McMaster University*
- > **Migration and the Trumping of Labour Law: The situation of workers without valid work permits in Quebec**  
Stephanie Bernstein, *Université du Québec à Montréal*
- > **Workers have never been better off, except maybe you: The impact of workchoices on vulnerable Australian workers and their responses**  
Stephane Le Queux, David Peetz, *Griffith University*  
Robin Price, *Queensland University*

17:45 Transportation to | Transport à Cecil Green Park Robson Square

18:30-19:30 Reception | Réception Cecil Green Park  
UBC Point Grey

19:30 CIRA Banquet | Banquet de l'ACRI Cecil Green Park  
UBC Point Grey

thursday june 5 | jeudi 5 juin

# FRIDAY JUNE 6 | VENDREDI 6 JUIN

**08:30-10:15 SESSIONS 6A to 6D**

**SESSION 6A: Emerging Employment Issues I\* (simultaneous interpretation)** **Room C400**  
Robson Square

**Chair | Président:** Jean-François Tremblay, *Université du Québec en Outaouais*

> **The 'Quebec Model' of IR revisited: the cases of subcontracting and workforce training**

Lucie Morissette, *HEC Montréal*

Jean Charest, *Université de Montréal*

> **Détérioration des salaires des nouveaux immigrants au Québec par rapport à l'Ontario et à la Colombie-Britannique**

Maude Boulet, Brahim Boudarbat, *Université de Montréal*

> **Le rôle du soutien social dans un contexte de stress: examen simultané des types de modes d'influence du soutien du supérieur dans un contexte de conflit emploi-famille**

Abdelaziz Rhnima, Jessica Lévesque, Driss Ourahou, *University of Sherbrooke*

> **Regional disparities of employment in Quebec: its evolution, its causes and the role of the public policies**

Martine Poulin, *Ministère de l'Emploi et de la Solidarité sociale*

> **Femmes et pouvoir: Mission impossible?**

Marie Bécotte, Lise Desmarais, *University of Sherbrooke*

**SESSION 6B: Rethinking Union Renewal III: Narratives, Capabilities and Consciousness** **Room C225**  
Robson Square

**Repenser le Renouveau Syndical III: Narratifs, Capacités et Conscience**

**Chair | Président:** John Weir, *BC Federation of Labour*

**Discussants | Commentaires:** Ann Frost, *University of Western Ontario*, Chris Schenk, *ex-Ontario Federation of Labour*

> **What Type of Social Movement Unionism?**

**Whose Revitalization?**

**Quel genre de syndicalisme de mouvement social?**

**Quelle revitalisation?**

Kim Voss, *University of California, Berkeley*

> **The Sources of Union Power: The Transformative Politics of Capacity in Union Renewal Debates**

**Les sources du pouvoir syndical : la dynamique transformatrice de la capacité dans les débats portant sur le renouveau syndical**

Christian Lévesque, *HEC Montréal*

Gregor Murray, *Université de Montréal*

> **Capacity, Consciousness and Education in Union Renewal**

**Capacité, conscience et éducation dans le renouveau syndical**

Peter Fairbrother, *Cardiff University*

# FRIDAY JUNE 6 | VENDREDI 6 JUIN (CONT'D)

## 08:30-10:15 SESSIONS 6A to 6D (CONT'D)

### SESSION 6C: Implications of the Supreme Court Decision in the B.C. Health Services Case

Room C215  
Robson Square

**Chair | Président:** Bernard Adell, *Queen's University*  
Michael Mac Neil, *Carleton University*  
Brian Langille, *University of Toronto*  
Peter Burton, *BC Government Consultant*

### SESSION 6D: Gender Issues in Employment

Room C680  
Robson Square

**Chair | Président:** Robert Hebdon, *McGill University*

- > **The gender training gap among vulnerable workers**  
Gordon Cooke, *Memorial University of Newfoundland*  
Isik Zeytinoglu, *McMaster University*
- > **Examination of Male-Female Earnings Differential in China**  
Lin Xiu, *Morley Gunderson, University of Toronto*
- > **The Explained and Unexplained Components of Occupational Sex Segregation in Canada's Labour Market**  
Mark D. Easton, *University of Toronto*

## 10:15-10:30 Morning Break | Pause

## 10:30-12:00 SESSIONS 6E to 6I

### SESSION 6E: Labour Law Developments\* (simultaneous interpretation)

Room C400  
Robson Square

**Chair | Président:** Guy Bellemare, *Université du Québec en Outaouais*

- > **Provisoire de la communication : La recomposition des organisations du savoir. Vers de nouvelles formes de régulation du travail et de l'emploi des travailleurs qualifiés?**  
Philippe Barré, *Université de Montréal*
- > **L'influence paradoxale de la prospérité économique sur les conditions de travail en contexte de restructurations d'entreprises**  
Julie Bourgault, *Université Laval*
- > **La diversification des statuts d'emploi dans le secteur public large : le cas du Québec**  
Mona-Josée Gagnon, Annie Landry, *Université de Montréal*
- > **Les répercussions de l'application des lois 25 et 30 sur les acteurs syndicaux et leurs relations avec les acteurs patronaux telles que perçues par les gestionnaires des établissements du réseau de santé québécois**  
François Bolduc, *Université de Montréal*
- > **Relations du travail : à qui profite la mondialisation?**  
Mélanie Laroche, *Université de Montréal*

friday june 6 | vendredi 6 juin

# FRIDAY JUNE 6 | VENDREDI 6 JUIN (CONT'D)

## 10:30-12:00 SESSIONS 6F to 6I (CONT'D)

### SESSION 6F: Union Innovations

Room C300  
Robson Square

**Chair | Président:** Kim Voss, *University of California, Berkeley*

> **Industrial relations during periods of prosperity: A psychological contract perspective**

Karlene Harry, *McMaster University*

> **Union Leadership: An opportunity and an obstacle for member participation in union**

Julie Anna Sadler, *University of Delaware & Pennsylvania State University*

> **Innovating for union Integration of women, immigrants and youth**

Lionel Dionne, *Professional Institute of the Public Service of Canada*

> **Work in a Warning World: The implications of Global Warming for unions & employment**

Carla Lipsig-Mumme, *York University*

### SESSION 6G: Teaching Innovations in Industrial Relations

Room C225  
Robson Square

**Chair | Président:** Daphne Taras, *University of Calgary*

> **Use of deception to cause business students to understand collective mobilization; an update**

Daphne Taras, *University of Calgary*

> **A new Canadian collective bargaining simulation, available to all, similar to John Budd's Zinnia, but fully Canadianized**

Kelly Williams, *University of Lethbridge*

> **Throwing Students a Bone: A 2-Step Process for Encouraging Effective Note-Taking in University Courses**

Amanda Shantz, *University of Toronto*

### SESSION 6H: Collective Bargaining in Canada

Room C215  
Robson Square

**Chair | Président:** Ann Frost, *University of Western Ontario*

> **Shifting Sands or Glacial Slide? Rising Contract Duration in Canadian Collective Agreements**

Anil Verma, Byron Lee, *University of Toronto*

> **First Agreement Arbitration: Lessons from Canada**

Susan Johnson, *Wilfrid Laurier University*

> **Modernizing Permanent Exceptionalism in the Federal Public Service**

Chris Roberts, Jon Peirce, *Professional Institute of the Public Service of Canada*

> **The Recognition of non-statutory unions in light of the BC Health Services Decision**

Roy Adams, *McMaster University*

# FRIDAY JUNE 6 | VENDREDI 6 JUIN (CONT'D)

## 10:30-12:00 SESSIONS 6F to 6I (CONT'D)

### SESSION 6I: Public Sector Restructuring

Room C680  
Robson Square

Chair | Président: John Fryer, *University of Victoria*

> **Neo-Liberal Reform and New Public Management: The State and Trade Unions in the Australian and British Administrative Services**

Peter Fairbrother, *Cardiff University*

Michael O'Donnell, *Australian National University*

> **The Privatization of Public Enterprises and the New Culture at Work in Argentina: From Public Employee to Neo-liberal Collaborator**

Damián Pierbattisti, *Université de Paris*

> **Public Sector Restructuring**

Robert Hebdon, *McGill University*

Patrice Jalette, *Université Laval*

## 12:00-13:00 Buffet Lunch | Déjeuner

Gerard Dion Award

Foyer  
Robson Square

## 13:00-14:15 Annual General Meeting Assemblée Générale Annuelle

Room C680  
Robson Square

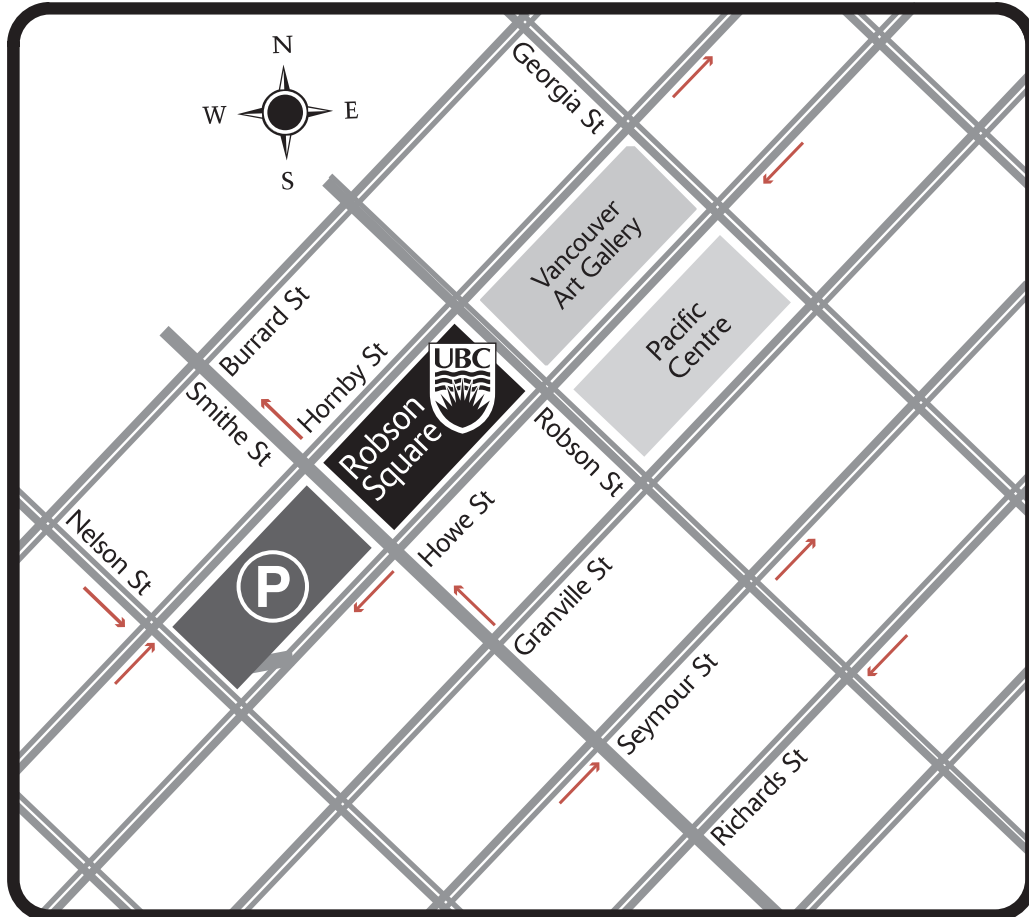
## 14:30-16:30 Executive Meeting | Réunion du Comité Directeur

Room C215  
Robson Square

friday june 6 | vendredi 6 juin

# UBC ROBSON SQUARE: CAMPUS DIRECTIONS

ubc robson square: campus directions



## Getting Here

UBC at Robson Square is located in downtown Vancouver on Robson between Hornby and Howe.



## Entrances

The campus entrance is located on the Plaza level and may be accessed by stairways on either side of Robson. Elevator access is located at the corner of Hornby and Robson. The sessions will be held downstairs on the campus level.



## Parking

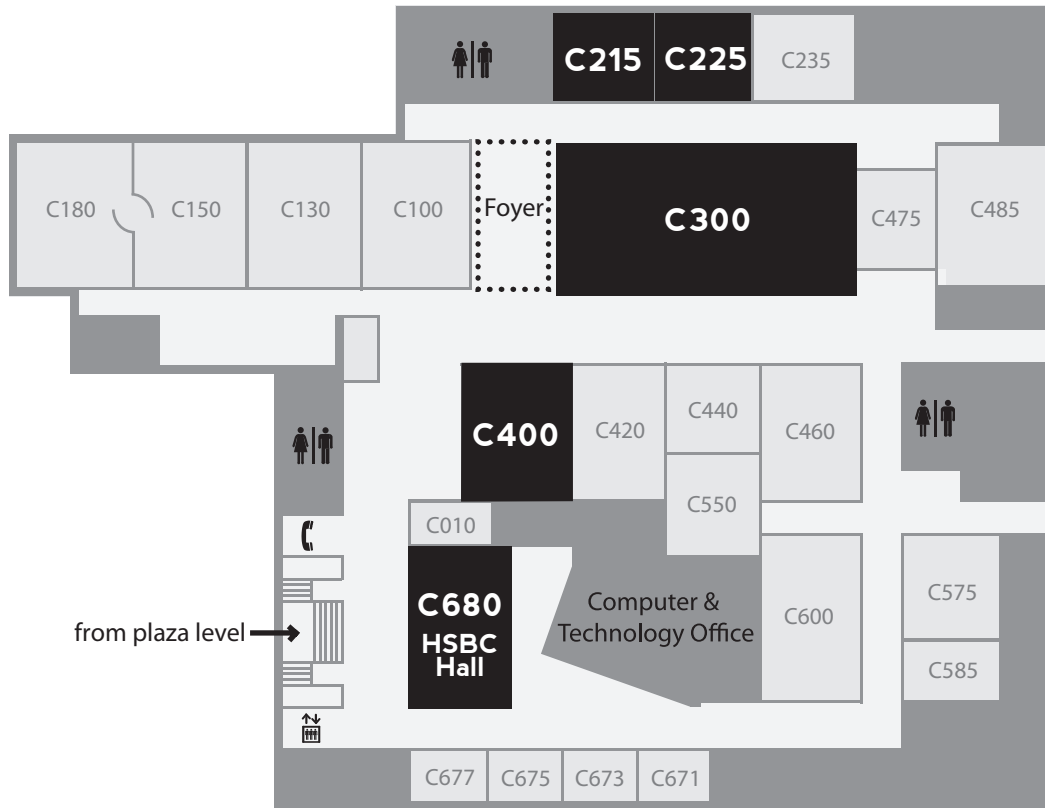
Enter Robson Square's underground parkade from Howe, just north of Nelson. Hourly parking charges apply. There is also limited metered parking nearby.



## Public Transit

Burrard and Granville SkyTrain stations are located within walking distance of the Robson Square campus. Buses stop near the campus on Burrard, Georgia, Robson, Howe and Granville.

# UBC ROBSON SQUARE: CAMPUS LEVEL



ubc robson square: campus level

**C215 Sessions:** 5C, 5I, 5N, 5Q  
6C, 6H  
Executive Meeting |  
Réunion du Comité Directeur

**C400 Sessions:** 5A, 5F, 5K, 5P  
6A, 6E

**C225 Sessions:** 5B, 5G, 5M, 5R  
6B, 6G

**C680 Sessions:** 5D, 5J, 5O, 5S  
6D, 6I  
Annual General Meeting |  
Assemblée Générale Annuelle

**C300 Sessions:** 5E, 5H, 5L  
6F  
Opening Plenary |  
Séance d'Ouverture  
H.D. Woods Honorary  
Speaker | Conférence  
Commémorative H.D. Woods

**Foyer** Reception | Réception  
Buffet Lunch | Déjeuner









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