

June 24 – 27, 2020



# ILERA 2020

10<sup>TH</sup> INTERNATIONAL  
LABOUR AND EMPLOYMENT  
RELATIONS ASSOCIATION  
REGIONAL CONGRESS  
FOR THE AMERICAS

POST-CONFERENCE VIDEO REFERENCE GUIDE

In Collaboration with



# WELCOME

## THE ILERA2020 ONLINE CONFERENCE WAS A GREAT SUCCESS!

An important legacy of the event are the recorded videos of pre-conference content and also live conference sessions. These are all now available for viewing and sharing at the YouTube page of the Canadian Industrial Relations Association

 [CIRA-ACRI YOU TUBE CHANNEL >](#)

To help you find videos or presenters of interest, we have created this post-conference video reference guide that is a recreation of the conference program with the YouTube link beside each recorded session. Clicking on those links will take you directly to the video on YouTube.

Best wishes and see you at the next CIRA-ACRI and ILERA events!

**Lorenzo and Johanna**

## WELCOME & CLOSING REMARKS



[CLICK HERE FOR WELCOME >](#)

**Mia Rönmar**

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



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**Daphne Taras**

Dean of the Ted Rogers School of Business,  
Ryerson University



**Lorenzo Frangi**

UQAM



**Johanna Weststar**

Western University

[CLICK HERE FOR WELCOME FROM LORENZO FRANGI & JOHANNA WESTSTAR \(CONFERENCE CO-CHAIRS\) >](#)

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# KEYNOTE SPEAKER

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**8:30 – 9:30**

Canada's Response to COVID-19 and  
the impact on the Future of Work

## **KEYNOTE SPEAKER**

*The Honourable Filomena Tassi,  
Federal Minister of Labour*

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

[Click here for the YouTube Link >](#)



# 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.

### Keynote and Interactive Q&A

[Click here for YouTube Link >](#)

Dean Daphne Taras (*Ted Rogers School of Management, Ryerson University*)

Moderator: Jen Harmer (*University of Toronto*)

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

[Click here for YouTube Link >](#)

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

Moderator: Sondes Turki (*Université de Montréal*)

Prof. Rafael Gomez, *Director, Centre for Industrial Relations & Human Resources, University of Toronto*

Prof. Patrice Jalette, *Professor, École de relations industrielles, Université de Montréal*

Prof. Anna Triandafyllidou, *Professor, Department of Sociology, Ryerson University*

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

[Click here for YouTube Link >](#)

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

Moderator: Erik Sagmoen (*McMaster University*)

Dr. Daniel Cerdas Sandi, *Advisor to the Secretary of Labour and Employment Promotion, Government of Mexico City*

Susan Hayter, *Senior Specialist, Labour Relations and Collective Bargaining, International Labour Organization*

Emily Norgang, *Senior Researcher, Canadian Labour Congress*

### Fireside chat with undercover reporter Sara Mojtehdzadeh of the Toronto Star hosted by Prof. David Doorey

[Click here for YouTube Link >](#)

Join Prof. David Doorey as he interviews Sara Mojtehdzadeh, Work & Wealth reporter with the Toronto Star news [PODCAST HERE >](#). Key issues of labour and employment law will be discussed as well as Ms. Mojtehdzadeh's time reporting undercover to expose unsafe working conditions at Fiera Foods Inc. in Toronto.

Intro: Dieric Guimaraes (*Universidade de Fortaleza*)

Moderator: Prof. David Doorey, *York University, Osgoode Hall Law School & the Canadian Law of Work Forum*

[VIEW CANADIAN LAW OF WORK FORUM HERE >](#)

## Graduate Student Consortium Organizers

Alycia Damp

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

Dieric Guimaraes

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

Jen Harmer

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

Shannon Potter

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

Erik Sagmoen

*School of Labour Studies, McMaster University (Canada)*

Sondes Turki

*School of Industrial Relations, Université de Montréal (Canada)*

Qian Zhang

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



# PRE-RECORDED CONTENT

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

**Chair: Dionne Pohler (University of Toronto)**

[Click here for Video Link >](#)

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

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

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

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

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

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

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

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

**Chair: 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)*

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

**Chair: David Doorey (York University)**

[Click here for Video Link >](#)

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

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

**Chair: Rupa Banerjee (Ryerson University)**

[Click here for Video Link >](#)

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

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

**Chair: 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)*

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

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



[Click here for Editor's Remarks \(Anthony Gould\) >](#)

[Click here for Panel Discussion >](#)

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# THEME I: UNIONISM AND OTHER FORMS OF WORKERS' REPRESENTATION

## 1.1 NEGOTIATIONS AND INDUSTRIAL DISPUTES

**Chair:**  
John Budd  
(University of Minnesota)

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

[Click here for YouTube Link >](#)

### Presentation in English

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)*

## 1.2 TAKING AN ENVIRONMENTAL AND SOCIAL LENS

**Chair:**  
Louis Durand  
(Laurentian University)

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

[Click here for YouTube Link >](#)

### Presentation in English and French

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 Sherbrooke)*

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

*Bénédicte Poirier (ESG-UQAM), Anthony C. Masi (McGill University), Lorenzo Frangi (ESG-UQAM), Sinisa Habziabdic (University of Geneva)*

## 1.3 THE PUBLIC SECTOR AND HEALTH CARE

**Chair:**  
Robert Hickey  
(Queen's University)

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

[Click here for YouTube Link >](#)

### Presentation in English

Precaaritization 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)*

## 1.4 NEW AND OLD FACES OF COLLECTIVISM

**Chair:**  
Andrew Stevens  
(University of Regina)

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

[Click here for YouTube Link >](#)

### Presentation in English

German Model: Workplace Voice: Future of Works Councils

*Mohammad Ahshanullah (York University), Stefan Karajovic*

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)*



# THEME I: UNIONISM AND OTHER FORMS OF WORKERS' REPRESENTATION

## 1.5 NON-UNION WORKER COLLECTIVITIES

**Chair:**  
Tingting Zhang  
(Merrimack College)

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

[Click here for YouTube Link >](#)

### Presentation in English

Workers' Self-Management in Argentina Contesting Neoliberalism by Occupying Companies, Creating Cooperatives, and Recuperating Autogestión

*Marcelo Vieta (University of Toronto)*

'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)*

## 1.6 INTERNAL UNION AFFAIRS

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

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

[Click here for YouTube Link >](#)

### Presentation in English and French

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)*





# THEME 2: HUMAN RESOURCE MANAGEMENT AND ORGANIZATIONAL BEHAVIOUR

## 2.2 PERSPECTIVES ON EMPLOYEE DEVELOPMENT

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

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

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### Presentation in English

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Testing the Goodness of Organizational Citizenship Behaviour (OCB) Measures in Banking Sector: Development of a Scale in Indian Context

*Sudhir Chandra Das (Banaras Hindu University)*

The Effect of Task-interdependence and Job autonomy on Job Crafting

*Jihae Kim (Korea University), Johngseok Bae (Korea University)*

Role of Hitachi Corporation as a Human Resource Innovator

*Toshiko Suda (Aoyama Gakuin University)*

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)*



# THEME 3: WORK AND WELL-BEING

## 3.1 LOW WAGE WORKERS, WORKING TIME AND THE LIVING WAGE

**Chair:**  
**Anil Verma**  
(University of Toronto)

**Technical Facilitator:**  
**Natalia Rohraff**  
natalia@ilera.ca

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### Presentation in English

Low wage workers in Canada: Recent evidence from a survey & implications for policy

*Anil Verma (University of Toronto) and Kourtney Koebel (University of Toronto)*

Perspectives of a living wages' impacts: The New Zealand case

*Jane Parker (Massey University), Jim Arrowsmith (Massey University), Stuart Carr (Massey University), Jarrod Haar (Auckland University of Technology), Siautu Alefaio (Massey University),*

Paying and Promoting the Real Living Wage in British Local Government

*Deborah Hann (Cardiff University) and David Nash (Cardiff University)*

The Working Hour: A History

*Padraic Scanlan (University of Toronto)*

## 3.2: EMERGING ISSUES IN EMPLOYEE HEALTH, SAFETY & WELLBEING

**Chair:**  
**Wendy Carroll**  
(Saint Mary's University)

**Technical Facilitator:**  
**Guenther Lomas**  
guenther@ilera.ca

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### Presentation in English

Clinical Integration and Implications for Employee Wellbeing

*Phoebe Strom (Cornell University), Ariel Avgar (Cornell University), Harry Katz (Cornell University), Adam Seth Litwin (Cornell University), John August (Cornell University)*

The Need to Enhance Marine Occupational Health and Safety in Canada

*Desai Shan (Memorial University of Newfoundland)*

Examining work experiences of employees with fibromyalgia:

A scoping review of the evaluated research evidence

*Karim Mukhida (Dalhousie University), Wendy R. Carroll (Saint Mary's University) and Rene Arsenault (Saint Mary's University)*

## 3.3: PERFORMANCE, PRODUCTIVITY AND WELL-BEING

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

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

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### Presentation in English

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)*

Psychologizing Human Resource Management Consulting: Historical Perspectives

*Kira Lussier (University of Toronto)*

## 3.4 PSYCHOSOCIAL HAZARDS AND WORKPLACE VIOLENCE

**Chair:**  
**Jason Foster**  
(Athabasca University)

**Technical Facilitator:**  
**Guenther Lomas**  
guenther@ilera.ca

[Click here for YouTube Link >](#)

### Presentation in English

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)*



# THEME 3: WORK AND WELL-BEING

## 3.5 WORKER HEALTH AT STAKE

**Chair:**  
**Pier-Luc Bilodeau**  
(Université Laval)

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

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### Presentation in English and French

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 délégitime

du droit de direction

*Julie Bourgault (Université du Québec en Outaouais) and Anne-Marie Laflamme (Université Laval)*

## 3.6 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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### Presentation in English

Tracking Precarity: Employment Pathways of Precarious Status Migrant Workers in Alberta, Canada

*Jason Foster (Athabasca University)*

Mother's education and child work in Lagos mainland area of Lagos state, Nigeria

*Joy Onyinyechi Ekwoaba (University of Lagos)*

The creation of social labels as a mechanism to combat contemporary slave labor in the Brazilian beef production chain

*Fernanda Brandão Cançado (Universidade Federal de Mato Grosso) and Carla Reita Faria Leal (Universidade Federal de Mato Grosso)*

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

*Rupa Banerjee (Ryerson University), Tingting Zhang (Merrimack College), Lorenzo Frangi (ESQ-UQAM)*



# THEME 4: LABOUR MARKETS

## 4.1 REDEFINING THE EMPLOYMENT RELATIONSHIP

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

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

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### Presentation in English and French

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)*

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

*Assaf Bondy (UCLA)*

## 4.2 INFORMAL WORK AND WORKERS

**Chair:**  
**Assaf Bondy**  
(UCLA)

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

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### Presentation in English

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)*

Expanding Social Insurance Coverage for Informal Workers in Brazil: Insufficiency of Provisions of 2019 Pension Reform Constitutional Amendment

*Eduardo Rocha Dias (University of Fortaleza – UNIFOR)*

The use of social innovation technologies (SIT) to promote employment & income for informal workers

*Ana Virginia Moreira Gomes (Universidade de Fortaleza), João Felipe Nogueira Matias (Universidade Federal Fluminense), Mariana Lopez Matias (Universidade de Fortaleza)*

## 4.3 PROFESSIONAL PATHS

**Chair:**  
**Shelagh Campbell**  
(University of Regina)

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

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### Presentation in English

Navigating counter-institutions: Lawyers' professional identity in the online gig economy

*Yao Yao (University of Toronto)*

Exploring the Experiences of South Asian Women Immigrant Teachers in Toronto

*Rozalina Omar (OISE/University of Toronto)*

Minority Job Search in Software Engineering

*Santiago Campero (University of Toronto)*

Health Care Practitioners without Borders? The Impact of Licensing Requirements on the Career Paths of Skilled Immigrants

*Tingting Zhang (Merrimack College)*



# THEME 5: DEVELOPMENTS IN LABOUR LAW AND PUBLIC POLICY

## 5.1 GLOBALIZATION AND LABOUR LAW

**Chair:**  
Greg Distelhorst  
(University of Toronto)

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

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### Presentation in English

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)*

## 5.2 NEOLIBERALISM, AUSTERITY AND FINANCIALIZATION

**Chair:**  
Chloé Fortin-Bergeron  
(UQTR)

**Technical Facilitator:**  
Bénédicte Poirier  
benedicte@ilera.ca

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### Presentation in English and French

Négociation et politiques d'austérité un duo malaisant? Le cas des négociations dans le secteur de l'éducation au Québec en 2015  
*Diane Gagné (Université du Québec à Trois-Rivières), Chloé Fortin-Bergeron (Université du Québec à Trois-Rivières)*

Réforme du financement dans le réseau des centres de la petite enfance au Québec: Impacts sur les conditions de travail des éducatrices  
*Julie Bourgault (Université du Québec en Outaouais), Anne-Renée Gravel (TELUQ), Jessica Riel (Université du Québec en Outaouais)*

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

## 5.3 PRIVACY AND SURVEILLANCE

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

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

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### Presentation in English

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)*

## 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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### Presentation in English and Spanish

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

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

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



# THEME 5: DEVELOPMENTS IN LABOUR LAW AND PUBLIC POLICY

## 5.5 DEVELOPMENTS IN LABOUR LAW

**Chair:**  
Jonathan Sale  
(University of Newcastle)

**Technical Facilitator:**  
Shruti Kumar  
shruti@ilera.ca

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### Presentation in English

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)*

Seeing labour from the middle: HR practitioners on the status and improvement of labour laws compliance in the Philippines

*Virgel C. Binghay (University of the Philippines)*

## 5.6 SPACES AND PLACES OF WORK

**Chair:**  
Johanna Weststar  
and Diane-Gabrielle  
Tremblay

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

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### Presentation in English

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 T luq), Gerard Krauss  
(Universit  Rennes 2), Guy Baudelle*



# THEME 6: CONFLICT AT WORK AND ITS RESOLUTION

## 6.1 INNOVATIONS IN DISPUTE RESOLUTION

**Chair:**  
**Bradley Weinberg**  
(Queen's University)

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

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### Presentation in English

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)*

## 6.2 CONFLICT AT WORK

**Chair:**  
**Robert Hebdon**  
(McGill University)

**Technical Facilitator:**  
**Bénédicte Poirier**  
benedicte@ilera.ca

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### Presentation in English

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)*



# THEME 7: EMPLOYMENT DIVERSITY AND FAIRNESS AT WORK

## 7.1 GENDER AND WORKPLACE HEGEMONIES

**Chair:**  
Nita Chhinzer  
(University of Guelph)

**Technical Facilitator:**  
Shruti Kumar  
shruti@ilera.ca

[Click here for YouTube Link >](#)

### Presentation in English

Permanent Pedagogy in Workplaces: The Dynamics of Hegemony and Resistance

*Asmita Bhutani (University of Toronto)*

Gender segregation in the Northern Ontario workplace: The experiences of blue-collar women in mining

*Sarah de Blois (Laurentian University)*

The Blame Game: Male attribution of the 'diversity problem' in the digital game industry

*Johanna Weststar (Western University), Amanda Coles (Deakin University), Chandell Gosse (Western University) and Victoria O'Meara (Western University)*

## 7.2 ISSUES OF EQUITY

**Chair:**  
Desai Shan  
(Memorial University of Newfoundland)

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

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### Presentation in English

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)*





# THEME 8: NEW PERSPECTIVES ON COMPARATIVE EMPLOYMENT RELATIONS

## 8.1 INDUSTRIAL RELATIONS THEORY & PRACTICE

**Chair:**  
**Harry Katz**  
(Cornell University)

**Technical Facilitator:**  
**Natalia Rohraff**  
natalia@ilera.ca

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### Presentation in English

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

*John Godard (University of Manitoba)*

Swimming against the tide: Processes and challenges for changing institutional work

*Johanna Macneil (University of Newcastle), Mark Bray (University of Newcastle), Joel Cutcher-Gershenfeld (Brandeis University), Anna Booth (Fair Work Commission, Australia)*

The Importance of Political Systems for Trade Union Membership, Coverage, and Influence: Theory and Comparative Evidence

*John W. Budd (University of Minnesota) and J. Ryan Lamare (University of Illinois)*

The growing divergence in U.S. employee relations: Individualism, democracy and conflict

*Peter Norlander (Loyola University Chicago)*

## 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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### Presentation in English

Impact of Industry 4.0 in Mexico on Labor Matters and Social Security

*Angel Edoardo Ruiz (University of Guadalajara)*

Un concept, deux contextes, trois histoires. Industrie 4.0 et expérimentation institutionnelle, ou comment les acteurs patronaux et syndicaux expérimentent et changent leurs institutions

*Julie M.É-Garneau (Université Laval)*

Hype for some and reality for others: An intersectional approach to the study of digitalization and the future of work

*Bui Petersen (Memorial University of Newfoundland), Gordon B. Cooke (Memorial University of Newfoundland), Raymond G. Gosine (Memorial University of Newfoundland), Peter Warrian (University of Toronto), James Chowhan (York University)*

Designing collective bargaining in the gig economy: some possible contributions from Brazil

*Victor Raduan da Silva (University of São Paulo) and Antonio Rodrigues de Freitas Júnior (University of São Paulo)*

## 8.3 COMPARATIVE EMPLOYMENT RELATIONS STRATEGIES

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

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

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### Presentation in English

Diversified Variants of a Bridging Role? Comparative Case Studies of Six Foreign-owned Enterprises in China

*Xiaoming Bao (Université de Montréal)*

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)*

## 8.4 EFECTOS DEL COVID-19 EN LAS RELACIONES LABORALES EN AMÉRICA LATINA

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

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

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### Presentation in Spanish

**ARGENTINA** *Eleonora Peliza (Universidad Nacional de Tres de Febrero),*

*Rodrigo Mendez Filleul (Mendez Filleul)*

**BRASIL** *Jorge Cavalcanti Boucinhas Filho (OASP)*

**COLOMBIA** *Martha Monsalve (ILERA Colombia)*

**CHILE** *Hector Humeres Nogueira (ILERA Chile, Universidad de Chile)*

**MÉXICO** *Leobardo López Morales (ESDET - Superior School of Law of Tlaxcala)*

**PANAMÁ** *Walker Sizemore (WS Legal Group)*

**PERÚ** *Marco Mejía Acosta (Análisis Laboral)*

**VENEZUELA** *Gustavo Saturno Troccoli (Universidad Interamericana de Panamá)*



# THEME 9: TEACHING IN EMPLOYMENT RELATIONS

## 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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### Presentation in English

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

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

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

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

## 9.2 INNOVATIONS IN TEACHING EMPLOYMENT RELATIONS

**Chair:**  
**Johanna Weststar**  
(Western University)

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

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### Presentation in English

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*



# THEME 10: INDIGENEITY AND WORK

## 10.1 INDIGENEITY AND WORK: LEGAL REGIMES AND SELF-DETERMINATION

**Chair:**  
**Danielle Lamb**  
(Ryerson University)

**Technical Facilitator:**  
**Shruti Kumar**  
shruti@ilera.ca

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**Presentation in English**

Decolonizing labour law  
*Adelle Blackett (McGill University)*

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

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

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

## 10.2 ILO REPORT TO MARK THE 30TH ANNIVERSARY OF CONVENTION NO. 169

**Chair:**  
**Martin Oelz**  
(International Labour  
Organization)

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

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**Presentation in English**

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

## 10.3 INDIGENEITY AND WORK: EXPERIENCES OF INDIGENOUS WORKERS

**Chair:**  
**Danielle Lamb**  
(Ryerson University)

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

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**Presentation in English**

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)*



# THEME II: CRIMT PARTNERSHIP PROJECT ON INSTITUTIONAL EXPERIMENTATION FOR BETTER (OR WORSE) WORK

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

**Chair:**  
Phil Almond  
(University of Leicester)

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

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### Presentation in English

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)*

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  
Ferrerias (Université de Louvain), Auriane Lamine (Université  
de Louvain)*

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

**Chair:**  
Gregor Murray  
(Université de Montréal)

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

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### Presentation in English

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)*

## 11.3 CRIMT. EXPERIMENTING WITH NEW FORMS OF COLLECTIVE ACTION

**Chair:**  
Roxanne Dubois  
(UNIFOR)

**Technical Facilitator:**  
Guenther Lomas  
guenther@ilera.ca

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### Presentation in English

Building Worker Power in the Digital Age

*Phela Townsend (Rutgers University)*

Visual Artists' Agency in the Context of Precarity:  
What Role(s) for Artists-Run Centres?

*Laurence D. Dubuc (Université de Montréal)*

*Discussant: Charlotte Yates (University of Guelph)*

# THEME II: CRIMT PARTNERSHIP PROJECT ON INSTITUTIONAL EXPERIMENTATION FOR BETTER (OR WORSE) WORK

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

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

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

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### Presentation in English

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)*

## 11.5 CRIMT. LABOUR AND THE GREEN NEW DEAL

**Chair:**  
John Peters  
(Laurentian University)

**Technical Facilitator:**  
Bénédicte Poirier  
benedicte@ilera.ca

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*Joie Warnock (UNIFOR)*  
*Mike Williams (Blue- Green Alliance)*  
*Lara Skinner (The Worker Institute, Cornell University)*  
*John Calvert (Simon Fraser University)*

## 11.6 CRIMT. EXPERIMENTS IN LABOUR, IR AND HRM TRANSNATIONALISM

**Chair:**  
Roger Lecourt  
(CRIMT Partnership  
and ILO Consultant)

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

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### Presentation in English

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 Moulai (Université de Louvain)*



# WORKSHOPS AND ROUNDTABLES

## 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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**Presentation in English**

*Sarita Sharma (The Teacher App)*  
*Mohammad Shahidul Islam (University of Toronto)*  
*Sarah Alam (University of Toronto)*  
*Ahsan Habib (University of Dhaka)*

## SCREENING OF THE FILM "RETHABILE'S STORY"

**Chair:**  
Kelly Pike  
(York University)

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

**Director:**  
Darren Hutchinson

**Narrator:**  
Rethabile Ratsi

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

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

[www.decentworkregulation.com](http://www.decentworkregulation.com)

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

## STRIKES AND LOCKOUTS: LEGAL PATHS, CHALLENGES, AND RECENT DYNAMICS

**Chair:**  
Robert Hebdon  
(McGill University)

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

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**Presentation in English**

*Peggy Nash (CLMR)*  
*David Rapaport (Trent University, formerly with OPSEU)*  
*Roxane Dubois (Unifor)*  
*John Godard (University of Manitoba)*

## DISRUPTIVE TECHNOLOGIES AND THE FUTURE OF WORK & EMPLOYMENT

**Chair:**  
Anil Verma  
(University of Toronto)

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

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**Presentation in English**

Who Profits from Industry 4.0? Theory and Evidence from the Automotive Industry

*Susan Helper (Case Western Reserve University)*

Shaping new technologies in health care before implementation

*Tom Kochan (MIT) and Joel Cutcher-Gershenfeld (Brandeis University)*

Disruptive Technologies, Jobs and Policy Responses: The Canadian Case

*Anil Verma (University of Toronto) and Jonathan Barr (OECD)*

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

**Chair:**  
John Peters  
(Laurentian University)

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

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*Tanya Ferguson (Public Service Alliance of Canada)*  
*Brad James (United Steelworkers of Canada, retired staff member)*  
*Bill Murnighan (Unifor)*  
*Kevin Shimmmin (United Food and Commercial Workers Canada)*



# WORKSHOPS AND ROUNDTABLES

## STUDY GROUP OF THIRD PARTY NEUTRALS IN DISPUTE RESOLUTION

### Co-Chair:

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

### Technical Facilitator:

Emmel Murray  
emmel@ilera.ca

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### Presentation in English

*Presenters: Ginette Brazeau (Canada Industrial Relations Board); Bryan Burkett (Fasken); Jeffrey Sack (Lancaster House)*

*The Study Group meets to facilitate engagement amongst third party neutrals in dispute resolution; to identify opportunities for collaboration on methods of workplace dispute resolution between regulators, policy-makers, practitioners and academics; and to promote understanding of the role, methods and contribution of third party neutrals.*

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

### Chair:

Adelle Blackett  
(McGill University)

### Technical Facilitator:

Natalia Rohraff  
natalia@ilera.ca

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### Presentation in English and French

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

## INNOVATIVE APPROACHES TO DISPUTE RESOLUTION

### Arbitrator & Mediator:

Susan Stewart  
National Academy of Arbitrators

### Technical Facilitator:

Rana Semaani  
rana@ilera.ca

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### Presentation in English

*Christopher Albertyn (Arbitrator & Mediator)  
Jasbir Parmar (Arbitrator & Mediator)  
Karen Drake (Osgoode Hall Law School)  
Chris Dassios (Power Workers' Union)*

## COMPARATIVE PERSPECTIVES ON WORK AND WORKER ORGANIZING IN GLOBAL SUPPLY CHAINS IN THE AMERICAS

### Chair:

Mark Anner  
(Penn State University)

### Technical Facilitator:

Emmel Murray  
emmel@ilera.ca

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### Presentation in English

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

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

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

*Global Corporation, National Institutions: Walmart in Latin America*  
Katuscia Galhera

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

*Discussant: Anil Verma (University of Toronto)*

## GIG WORKERS: ANALYTICAL AND STRATEGIC INSIGHTS.

### Chair:

Lorenzo Frangi  
(Université du Québec à Montréal)

### Technical Facilitator:

Evelyn Dionne  
evelyn@ilera.ca

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### Presentation in English

*Pierre Moreau (PE Moreau Avocat Inc)  
Ryan White (Cavalluzzo)  
Peggy Nash (CLMR, Ryerson University)  
Jeanne Provencher (The Senate of Canada)  
Bénédicte Poirier (McGill University)  
Aaron Spires (Canadian Union of Postal Workers)*

# WORKSHOPS AND ROUNDTABLES

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

**Chair:**  
Shelagh Campbell  
(University of Regina)

**Technical Facilitator:**  
Guenther Lomas  
guenther@ilera.ca

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### Presentation in English

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)*

## UNIONS, COMMUNITY ORGANISING, SOCIAL JUSTICE

**Chair:**  
Jane Holgate  
(University of Leeds)

**Technical Facilitator:**  
Natalia Rohraff  
natalia@ilera.ca

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### Presentation in English

*Lorenzo Frangi (Université du Québec à Montréal)*

*Michelle Keep (Canadian Freelance Union)*

*Roxanne Dubois (Unifor)*

*Bénédicte Poirier (UQAM)*

*Tingting Zhang (Merrimack College)*

## EXPANSION OF LABOUR ARBITRATION AND THE ROLE OF THE COURTS

**Chair:**  
Allen Ponak  
(former president, National  
Academy of Arbitrators)

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

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### Presentation in English

*Richard Charney, Global Head of Employment and Labour, Rose Norton Fullbright LLP, Toronto*  
*Wassim Garzouzi, Union and Employee Advocate (Raven, Cameron, Ballentyne, Yazbeck, LLP, Ottawa)*  
*Pnina Alon-Shenker, Professor of Law, Ryerson University,*

## THE FUTURE OF WORK IN RETAIL: A CRITICAL DISCUSSION OF THE PATHWAYS TO BETTER WORK IN THE SECTOR

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

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

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### Presentation in English

*Tim Deelstra (United Food and Commercial Workers (UFCW))*  
*Angelo DiCaro (Unifor)*  
*Peter Ikeler (SUNY Old Westbury)*  
*Chris Tilly (University of California, Los Angeles)*

## BOOK PANEL: THE SCIENCE OF SETTLEMENT

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

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

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### Presentation in English

*Barry Goldman (National Academy of Arbitrators)*  
*Christopher Albertyn (National Academy of Arbitrators)*  
*Jules B. Bloch (National Academy of Arbitrators)*





# AWARDS PRESENTATIONS

## CANADIAN INDUSTRIAL RELATIONS ASSOCIATION AWARDS

### HD Woods Lecture

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

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

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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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### Canadian Freedom of Association Award

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

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

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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 Can ado, Universidade Federal de Mato Grosso,  
Cristiane Fraga da Silveira Sastre, Universidade Federal do Rio Grande do Sul*

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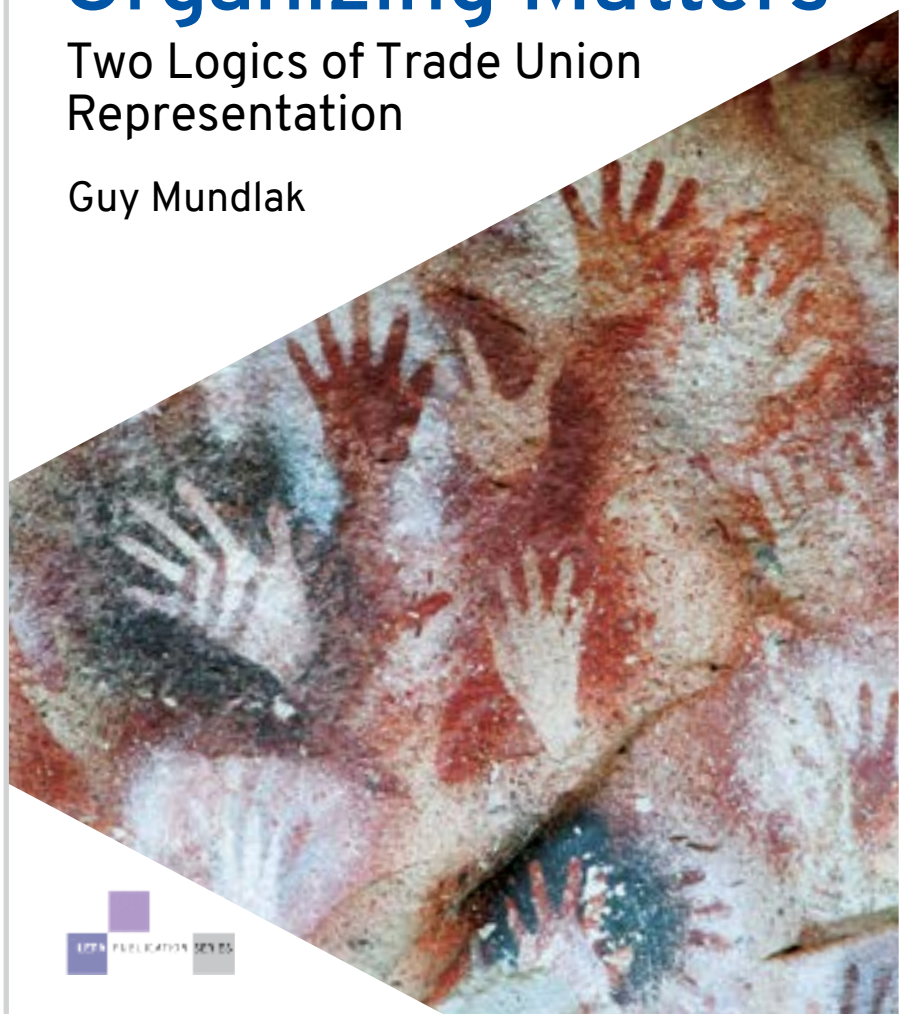
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## Organizing Matters

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



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*Calls for papers coming soon...*



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