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UBC SAUDER
SCHOOL OF BUSINESS

Rethinking the future of employment Repenser l'avenir de l'emploi



56th CIRA Conference / 56ème Congrès de l'ACRI

JUNE 5-7 2019 | UBC SAUDER SCHOOL OF BUSINESS, VANCOUVER CANADA | JUIN 5-7 2019

Programme

congrès
DES SCIENCES HUMAINES

congress 2019
OF THE HUMANITIES AND SOCIAL SCIENCES



DRAFT: 190517

Mecredi 5 Juin 2019 | Wednesday, June 5th, 2019

- 08:00 - 17:00** Registration / Inscription | *Congress Hall (Nest, 6133 University Blvd)*
-
- 09:00 - 16:00** CIRA Graduate Consortium / École des cycles supérieurs | *Room / Salle ANGU 291*
-
- 12:30 - 14:30** CIRA Executive Meeting / Réunion du comité exécutif de l'ACRI | *Room / Salle ANGU 967*
-
- 14:30 - 16:30** Meeting of Directors of schools, programs, and research centres of IR, HR, labour studies and labour law in Canada / Réunion des directeurs des écoles, des programmes et des centres de recherche en RI, en GRH, en études du travail et en droit du travail au Canada | *Room / Salle ANGU 967*
-

17:00 - 18:45 **Opening Plenary / Séance plénière d'ouverture:** | *Room / Salle ANGU 098** 

Nelson Lichtenstein (*University of California, Santa Barbara*)

Can Sectorial Bargaining Save the American Labor Movement?

Panelists / Panélistes:

Sara Slinn (*York University*)

Alexander J. S. Colvin (*Cornell University*)

Presentation / Remise:

Canadian Freedom of Association Award /

PRIX CANADIEN DE LA LIBERTÉ D'ASSOCIATION

(sponsored by a generous gift from Professor Roy J. Adams / commandité par un don généreux du professeur Roy J. Adams)

Recipient: Professor Pierre Verge (Université Laval) accepted posthumously by his son Louis Verge

Récipiendaire: Professeur Pierre Verge (Université Laval) accepté à titre posthume par son fils Louis Verge

Presentation / Présentation:

Gilles Trudeau, Guylaine Vallée & Gregor Murray (*Université de Montréal*)

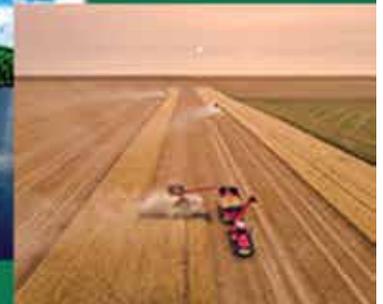
18:45 - 19:45 Welcome Reception / Réception de bienvenue | *Sage Bistro, 6331 Crescent Road, Vancouver BC, V6T 1Z1*



Simultaneous translation will be available in ANGU 098 / Traduction simultanée disponible dans la salle ANGU 098



WORK IN THE WEST: IMPLICATIONS FOR LAND AND LABOUR



THE FUTURE OF WORK AND LABOUR IN THE WEST

GATHERING SCHOLARS ACROSS INTERDISCIPLINARY FIELDS RELATED TO
THE REGIONAL ECONOMY AND ITS IMPACT ON THE PEOPLE, LANDSCAPE AND
PUBLIC POLICY OF THE REGION

OCT 18-20 2019
PROUDLY HOSTED AT THE UNIVERSITY OF REGINA
ON TREATY 4 TERRITORY
FOR MORE INFORMATION AND
TO SUBMIT YOUR PROPOSAL VISIT
WWW2.UREGINA.CA/WORKINTHEWEST



University
of Regina

Jeudi 6 Juin, 2019 | Thursday, June 6th, 2019

07:30 - 17:00 Registration / Inscription | *Congress Hub (Nest, 6133 University Blvd)*

08:00 - 08:30 Morning coffee / Accueil | *Coffee will be available outside of the session rooms /
Le café sera disponible à l'extérieur des salles d'atelier*

08:30 - 10:00 **Concurrent Session 1.1 / Atelier Simultané 1.1** | *Room / Salle ANGU 334*

**The Future of Unions: Technological Change & Coalitions with NGOs/
Le futur des syndicats: Les changements technologiques et les coalitions
avec les ONGS**

Véra-Line Montreuil, Roland Foucher & Martin Lauzier
(Université du Québec en Outaouais)

**Inventaire et évolution des clauses de conventions collectives en lien
avec l'intégration de changements organisationnels**

Emmanuelle Champion *(Université TÉLUQ)*
Mélanie Dufour-Poirier *(Université de Montréal)*
Christian Lévesque *(HEC Montréal)*

**Les coalitions syndicats-ONG dans la régulation multipartite de la responsabilité
sociale des entreprises (RSE) au Québec: Au cœur des tensions et des paradoxes
de l'action syndicale**

Daniel Nicholson *(Cardiff University)*

**Forces of Production: Management, trade unions and the technological
reorganisation of work in the manufacturing sector**

Chair / Président: Francine Jacques (CRIMT/Université Laval)

Jeudi 6 Juin 2019 | Thursday, June 6th, 2019

08:30 - 10:00 **Concurrent Session 1.2 / Atelier Simultané 1.2** | Room / Salle ANGU 241

Employability and Recruitment in the 21st Century / L'employabilité et le recrutement au 21ème siècle

Frédéric Plamondon (*Université Laval*)

Sylvain Luc (*Université Laval*)

Rethinking employability in the digital age: the case of reputational work

Gabrielle Teyssier-Roberge (*Université Laval*)

Sébastien Tremblay (*Université Laval*)

Innovation par l'utilisation du jeu sérieux adaptatif pour l'évaluation des compétences du 21e siècle à l'étape de la sélection de personnel hautement qualifié

Yao Yao (*University of Toronto*)

Uberizing The Legal Profession: Lowered Lawyer Autonomy and Status in The Digital Legal Market

Chair / Président: Nicolas Roby (*CRIMT/Université de Montréal*)

Jeudi 6 Juin 2019 | Thursday, June 6th, 2019

08:30 - 10:00 **Concurrent Session 1.3 / Atelier Simultané 1.3** | Room / Salle ANGU 347

**The Impact of Stress & Work-Family Conflict on Employee Mental Health/
L'impact du stress et du conflit travail-famille sur la santé mentale des employés**

Jean-François Tremblay, Mélissa Campbell, Eric Gosselin & André Durivage
(*Université du Québec en Outaouais*)

Rôle du stress dans l'équation de la performance au travail: activateur ou inhibiteur de potentiel?

Kelly Williams-Whitt (*University of Lethbridge*)
Marc White (*University of British Columbia*)
Shannon Wagner (*University of Northern British Columbia*)

Identification, Control and Prevention of Work-Related Psycho-social Hazards and Social Conditions Contributing to Mental Health Disorders and Prolonged Work Absence

Sylvie St-Onge (*HEC-Montréal*)
Victor Haines (*Université de Montréal*)
Felix Ballesteros-Leiva (*Université St-Boniface École des Relations Industrielles*)
Gwénaëlle Poilpot-Rocaboy (*Institut de gestion de Rennes*)

L'auto-évaluations de soi, le soutien social et le conflit travail-famille

Elham Marzi (*University of Toronto*)

Empowerment at work: A resource for mitigation of job demands

Chair / Président: Sean O'Brady (Cornell University)

Jeudi 6 Juin 2019 | Thursday, June 6th, 2019**08:30 - 10:00** **Concurrent Session 1.4 / Atelier Simultané 1.4** | *Room / Salle ANGU 492* **Collective Bargaining Narratives & Union Leadership / Discours en négociation collective et leadership syndical***Jean-Etienne Joullié (Gulf University for Science and Technology)***The rhetoric of integrative collective bargaining**

*Louis Durand (Université Laurentienne)***Revendications syndicales et incertitude économique: Transformation des discours en période d'austérité**

*Chris Smith & Linda Duxbury (Carleton University)***Succession planning for union leadership: Who will lead renewal?**

Chair / Président: Tom Knight (University of British Columbia)

10:00 - 10:30 Morning break / Pause santé | *Coffee will be available outside of the session rooms /
Le café sera disponible à l'extérieur des salles d'atelier**Simultaneous translation will be available in ANGU 492 / Traduction simultanée disponible dans la salle ANGU 492*

Jeudi 6 Juin 2019 | Thursday, June 6th, 2019**10:30 - 12:00** **Concurrent Session 2.1 / Atelier Simultané 2.1** | *Room / Salle ANGU 334***Regulating the Employment Relationship / Régulation de la relation d'emploi**Robert Hebdon (*McGill University*)**Freedom of Association and the Limits on Government - the Cases of Back-to-work and Wage Control laws**

Shannon Webb (*Fanshawe College*)Terry H. Wagar (*Saint Mary's University*)**The Impact of the Use of Counsel & Arbitral Outcome**

Jennifer Harmer (*University of Toronto*)Qian Zhang (*University of Toronto*)Allen Ponak (*University of Calgary*)Piers Steel (*University of Calgary*)Daphne Taras (*Ryerson University*)**Do arbitrators procrastinate?**

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

Jeudi 6 Juin 2019 | Thursday, June 6th, 2019

10:30 - 12:00

Concurrent Session 2.2 / Atelier Simultané 2.2 | Room / Salle ANGU 241

Advances in Collective Bargaining: Employee Ownership, Workplace Democracy, and Conflict: /Avancées en négociation collective: propriété ouvrière, démocratie sur les lieux de travail et conflit

Alexander J. S. Colvin (*Cornell University*)

John Budd (*University of Minnesota*)

Dionne Pohler (*University of Toronto*)

Understanding the structural, cognitive, and psychogenic sources of conflict: toward an integrated framework

Tom Knight (*University of British Columbia*)

How is Collective Bargaining Compatible with Ownership?

Jung Ook Kim (*Rutgers University*)

"What democracy? A review of the definition and measurement of workplace democracy and participation in empirical studies on Carole Pateman's spillover thesis"

Chair / Président: Laurence Matte Guilmain (*Université de Québec a Montréal*)

Jeudi 6 Juin 2019 | Thursday, June 6th, 2019

10:30 - 12:00

Concurrent Session 2.3 / Atelier Simultané 2.3 | Room / Salle ANGU 347

Supporting vulnerable members of the workforce: Farmworkers, Temporary Foreign Workers / Soutenir la main-d'oeuvre vulnérable: travailleurs agricoles et travailleurs étrangers temporaires

Mark Thompson (*University of British Columbia*)

SAWP vs Pilot Project, the Deregulation of Temporary Foreign Workers

Catherine Connelly (*McMaster University*)

Managerial and organizational mistreatment of Canadian TFWs: Oppression and exploitation

Laurence Matte Guilmain (*Université du Québec à Montréal*)

Forced labour of workers with precarious immigration status: an analysis of Ontario and Québec case law

Chair / Président: Mark Harcourt (*University of Waikato*)

Jeudi 6 Juin 2019 | Thursday, June 6th, 2019

10:30 - 12:00

Concurrent Session 2.4 / Atelier Simultané 2.4 | Room / Salle ANGU 492 

Union Renewal: Social Media, and the Platform Economy / Le renouveau syndical: les médias sociaux et l'économie de plateforme

Julie Elambert (*Université Lyon 2*)

Crowdwork platforms: a theoretical analysis of their power over workers

Wei Wei & Ian Macdonald (*Université de Montréal*)

Rise and extent of platform economy in China

Lorenzo Frangi (*Université du Québec à Montréal*)

Tingting Zhang (*Western New England University*)

Uphill and downhill on Twitter: Union Centricity and Network changes through major FF\$15 events

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

12:00 - 13:30

Lunch / Dîner | Room / Salle CPA Hall

Gérard Dion Award Presentation / remise du prix Gérard Dion:

Charlotte Yates (*University of Guelph*)

H.D. Woods Memorial Lecture / Conférence H.D. Woods:

David Doorey (*York University*)



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Jeudi 6 Juin 2019 | Thursday, June 6th, 2019

13:30 – 15:00

Concurrent Session 3.1 / Atelier Simultané 3.1 | Room / Salle ANGU 334

HRM Challenges & Opportunities/ Défis et opportunités en GRH

Sylvie Guerrero, Michel Cossette & Charles Cayrat
(*Université du Québec à Montréal*)

Facteurs favorisant l'utilisation et la mesure des pratiques RH dans les PME

Joanna Pitek (*Fanshawe College*)
Svetlana Davis (*Bishop's University*)
Sara Murphy (*Wilfrid Laurier University*)

When employees care about fair usage of flexible work arrangement by their co-workers: The interaction of relationship norms and fairness norms

Elaine McCrate (*University of Vermont*)
Susan J. Lambert & Julia R. Henly (*University of Chicago*)

Competing for Hours: Unstable Work Schedules and Underemployment among Hourly Workers in Canada

Mariana Toniolo Barrios (*Simon Fraser University*)

Paying Attention to Mindfulness and its Effects on Work-Related Rumination and Psychological Detachment

Chair / Président: Lingtao Yu (*University of British Columbia*)

Jeudi 6 Juin 2019 | Thursday, June 6th, 2019**13:30 – 15:00****Concurrent Session 3.2 / Atelier Simultané 3.2** | *Room / Salle ANGU 241***HR Policies, Compensation, and Employee Behaviors / Politiques RH, rémunération et comportements des employés***John Budd (University of Minnesota)**Dionne Pohler (University of Toronto)**Wei Huang (Renmin University)***When HR Policies Cause Conflict: The Importance of (Mis)Matched Cognitive Frames**

*Shannon Webb (Fanshawe College)**Terry H. Wagar (St. Mary's University)**Kent Rondeau (University of Alberta)***Employee Behaviours and Workplace Characteristics: Some Initial Findings**

*Reed Eaglesham (University of British Columbia)***A House Divided Can Stand: How and why unit-level sales contests affect short and long-term individual performance**

Chair / Président: Edmund Heery (Cardiff University)

Jeudi 6 Juin 2019 | Thursday, June 6th, 2019

13:30 – 15:00

Concurrent Session 3.3 / Atelier Simultané 3.3 | *Room / Salle ANGU 347*

Employment Relations in Multinationals/Les relations d'emploi dans les entreprises multinationales

Phil Almond (*University of Leicester*)

Reframing Global Work in Multinationals

Hyunji Kwon (*Seoul National University*)

What roles do globalizing actors from EMNC suppliers play in the era of uncertainty?

Patrice Jalette, Gregor Murray & Frédéric Lauzon Duguay (*Université de Montréal*)
Tim Bartram, Pauline Stanton & John Burgess (*RMIT University*)

Are the Practices of Multinational Companies in the Resources Sector Adopted to Satisfy their Stakeholders Different from those in other Sectors? Evidence from Australia and Canada

Chair / Président: Charlotte Yates (*University of Guelph*)

Jeudi 6 Juin 2019 | Thursday, June 6th, 2019

13:30 – 15:00

Concurrent Session 3.4 / Atelier Simultané 3.4 | Room / Salle ANGU 492 

Unions roles and identities / Rôles des syndicats et identités

Mark Harcourt (*University of Waikato*)

Gregor Gall (*University of Glasgow*)

Rinu Vimal Kumar (*University of Waikato*)

Richard Croucher (*Middlesex University*)

The Role of Unions in Addressing Behavioural Market Failures

Stefan Karajovic & Mohammad Ahshanullah (*York University*)

Decline in union density – Implications for macro-level voice & equity

Xiaoming Bao (*Université de Montréal*)

Can Chinese enterprise unions improve union identification? Comparative case studies of six subsidiaries of foreign multinational enterprises

Anthony Desbiens (*Université de Montréal*)

Rapport au travail et rapport au syndicalisme : une étude des expériences et des représentations so-ciales des enseignant-e-s du secteur scolaire québécois

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

15:00 – 15:30

Afternoon Break / Pause Santé | *Coffee will be available outside of the session rooms / Le café sera disponible à l'extérieur des salles d'atelier*



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Jeudi 6 Juin 2019 | Thursday, June 6th, 2019

15:30 – 17:00 **Concurrent Session 4.1 / Atelier Simultané 4.1** | *Room / Salle ANGU 334*

**Union Reactions to Recent Changes in BC's Labour & Employment Regulations
/ Réactions syndicales aux changements récents dans la législation du travail
et de l'emploi en Colombie-Britannique**

Speakers: TBA

Chair / Président: Mark Thompson (University of British Columbia)

15:30 – 17:00 **Concurrent Session 4.2 / Atelier Simultané 4.2** | *Room / Salle ANGU 241*

**Living Wage Campaigns & the low wage workforce / Campagnes sur le salaire
minimum et main-d'œuvre à bas salaire**

Edmund Heery, Deborah Hann & David Nash (*Cardiff University*)

**The Living Wage in the United Kingdom – Civil Regulation
and the Employment Relationship**

Anil Verma (*University of Toronto*)

**Low Wage Workers in Canada: Recent Evidence from a Survey
& Implications for Policy**

Étienne Cantin & Émilie Lessard-Mercier (*Université Laval*)

Living Wage Struggles in Metropolitan Service Work

Lindsay Harris, John Janmaat, Mike Evans & Ken Carlaw
(*University of British Columbia-Okanagan*)

**Understanding the Living Wage in a Rural Context: Strengthening Economic
Multipliers in Revelstoke, BC**

Chair / Président: Halena Sieferling (Living Wage for Families Campaign)

Jeudi 6 Juin 2019 | Thursday, June 6th, 2019

15:30 – 17:00

Concurrent Session 4.3 / Atelier Simultané 4.3 | *Room / Salle ANGU 347*

Labour Law and Public Policy Through an Experimental Lens / Le droit du travail et les politiques publiques à travers une lentille expérimentale

Gregor Murray & Gilles Trudeau (*Université de Montréal*)

Federalism as Institutional Experimentation: The Case of Canadian Labour Regulation

Bradley Weinberg (*Queen's University*)

'til Dissolution Do Us Part: (Re)Assessing the first contract and trial marriage goals of first contract arbitration in Ontario

David Doorey (*York University*)

Shayna Frawley (*West Chester University*)

What is Human Resources Law?

Chair / Président: Sara Slinn (*York University*)

Jeudi 6 Juin 2019 | Thursday, June 6th, 2019

15:30 – 17:00

Concurrent Session 4.4 / Atelier Simultané 4.4 | Room / Salle ANGU 492 

Gender & Discrimination in the Workplace / Genre et discrimination dans le milieu de travail

Leena Sachdeva (*Indian Institute of Management, Kashipur, India*)

From Rhetoric to Reality: Factors Influencing Career Entry and Career Progression of Women in Non-Traditional Occupations

Diane Gagné (*Université du Québec à Trois-Rivières*)

Syndicat, discrimination et parler frileux : une perspective québécoise / Union, discrimination et sensitive talking : a Quebec viewpoint

Sonja Senthanaar & Ellen MacEachen (*University of Waterloo*)

Stephanie Premji (*McMaster University*)

Philip Bigelow (*University of Waterloo*)

Syrian women's employment integration: Employment services and deskilled jobs

Chair / Président: Ann Frost (*Western University*)

17:30 – 18:30

Optional Guided Tour of the Museum of Anthropology / Visite guidée du Musée d'Anthropologie (facultative)

Meet at the Museum of Anthropology / Rendez-vous au Musée d'Anthropologie
6393 NW Marine Drive, Vancouver, BC V6T 1Z2

19:00

Meet in the Museum of Anthropology Parking lot for one-way shuttle bus to the CIRA Banquet / Rendez-vous au parking du Musée d'Anthropologie pour prendre la navette jusqu'au banquet de l'ACRI | 6393 NW Marine Drive, Vancouver, BC V6T 1Z2

19:30 - 22:00

CIRA Banquet / Banquet de l'ACRI:

Sun Sui Wah 3888 Main Street, Vancouver, BC V5V 3N9



Simultaneous translation will be available in ANGU 492 / Traduction simultanée disponible dans la salle ANGU 492

CALL FOR PAPERS, ORGANIZED PANELS AND ROUNDTABLES

10th International Labour and Employment Relations Association (ILERA) Regional Congress of the Americas



In Collaboration with



Ted Rogers School of Management



Hosted by the Canadian Industrial Relations Association and the Ted Rogers School of Management, Ryerson University

June 24th – 27th, 2020
Toronto, Canada

The world of work is in a phase of dynamism that is reshaping the contours of employment relations worldwide. Changes are visible at the global, national and local scale. It is therefore fundamental for scholars and practitioners to describe, explain and strategize around these changes.

The first goal is to discern to what extent change is pervasive in employment relations as well as to what extent we can still perceive continuity in recent paths. Our second goal is to enhance knowledge about how contexts and actors have the power to affect these changes. Finally, how can different actors act and react strategically to the changes in specific contexts? What are the constraints and the advantages available in this dynamic environment? What aspects can be leveraged, towards what goals, and by whom?

We will address these three points together at [ILERA2020](#) and welcome all world of work actors to join us. The difference of our perspectives and contributions will be our collective strength to enhance knowledge and practice in the world of work.

We are accepting **proposals for individual communications, panels and roundtables** as well as submissions to **best paper awards and student travel scholarships**.

We look forward to seeing you in Toronto,
Johanna Weststar and Lorenzo Frangi
Conference Chairs

SEPTEMBER
2019

15

The submission deadline
has been extended.

SUBMIT NOW

Please distribute widely.

Event location:

[Ted Rogers School of Management, Ryerson University](#)
55 Dundas St. West, Toronto, ON, Canada

Vendredi 7 Juin 2019 | Friday, June 7th, 2019

07:30 - 14:00 Registration / Inscription | *Congress Hub (Nest, 6133 University Blvd)*

08:00 - 08:30 Morning coffee / Accueil | *Coffee will be available outside of the session rooms /
Le café sera disponible à l'extérieur des salles d'atelier*

08:30 - 10:00 **Concurrent Session 1.1 / Atelier Simultané 1.1** | *Room / Salle ANGU 491*

**Global Perspectives in financialization, labour markets & employability /
Perspectives mondiales en matière de financiarisation, de marchés du travail
et d'employabilité**

Anthony Masi (McGill University)

**Failed complementarity between security and flexibility: Italian employment
protection legislation and the functioning of the labour market, 1948-2015**

Jinwoo Park & Chad Anderson (Incheon National University)

**Cultural Discrepancies toward Employability between Western
and Asian countries**

John Budd (University of Minnesota)

Ryan J. Lamare (University of Illinois)

**Differences in Trade Union Membership and Influence Across Europe:
The Importance of Comparative Electoral Systems**

Chair / Président: Kelly Williams-Whitt (University of Lethbridge)

Vendredi 7 Juin 2019 | Friday, June 7th, 2019

08:30 - 10:00 **Concurrent Session 1.2 / Atelier Simultané 1.2** | Room / Salle ANGU 241

Advances in HR policies & practices / Avancées des politiques et pratiques en GRH

Jing Wang (*York University*)

Hou Keqiang (*Shanghai University*)

Parental Leave: Who Is Using It and Why?

Scott Walsworth (*University of Saskatchewan*)

Not Even on Vacation?: Evaluating the Legal Case for Cannabis Abstinence Workplace Policy

Alan Benson & Aaron Sojourner (*University of Minnesota*)

Akhmed Umyarov (*University of Minnesota, Twin Cities*)

Can Reputation Discipline the Gig Economy?

Faizan Imtiaz (*Towson University*)

Investigating the Social Motives of Older and Younger Adults in the Workplace

Chair / Président: Ian Macdonald (*Université de Montréal*)

Vendredi 7 Juin 2019 | Friday, June 7th, 2019

08:30 - 10:00 **Concurrent Session 1.3 / Atelier Simultané 1.3** | Room / Salle ANGU 347

Institutional Experimentation for Better Work I / L'expérimentation institutionnelle pour un travail meilleur I

Gregor Murray (*Université de Montréal*)

Glenn Morgan (*University of Bristol*)

Christian Lévesque (*HEC Montréal*)

Nicolas Roby (*Université de Montréal*)

Disruption, Re-regulation and Experimentation in the Regulation of Work and Employment: From organizational to institutional experimentation

Cathy Brigden (*RMIT University*)

Lessons from Historical Experimentation in Union Organizing: Separate organizing, gender, disability and occupational identity

Gregor Murray (*Université de Montréal*)

Christian Lévesque (*HEC Montréal*)

Nicolas Roby (*CRIMT/Université de Montréal*)

Experimentation for Better or for Worse Work: What Makes a Difference between Better and Worse in the Regulation of Work and Employment?

Chair / Président: Dalia Guesaldi-Fecteau (*Université du Québec à Montréal*)

Vendredi 7 Juin 2019 | Friday, June 7th, 2019

08:30 - 10:00 **Concurrent Session 1.4 / Atelier Simultané 1.4** | Room / Salle ANGU 492 

Labour Market Policies and Outcomes / Politiques et performance du marché du travail

Maxine Visotzky-Charlebois (*Université du Québec à Montréal*)

I don't understand why we have to fight like this": Access to Justice Issues in the Worker's Compensation System

Umut Riza Ozkan (*Université de Montréal*)

Mandatory Occupational Welfare: Severance Pay as an Unemployment Compensation Instrument

Dionne Pohler & Kourtney Koebel (*University of Toronto*)

Expanding the Canada Workers Benefit to Design a Guaranteed Basic Income

Geneviève Grandmont (*Université de Montréal*)

Les politiques d'incitation au travail à l'ère de la robotisation

Chair / Président: Diane Gagné (*Université du Québec à Trois-Rivière*)

10:00 - 10:30 Morning break / Pause santé | *Coffee will be available outside of the session rooms / Le café sera disponible à l'extérieur des salles d'atelier*



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Vendredi 7 Juin 2019 | Friday, June 7th, 2019

10:30 - 12:00 **Concurrent Session 2.1 / Atelier Simultané 2.1** | *Room / Salle ANGU 491*

**Unions, Leadership, Millennials: the Future of the Labour Movement /
Syndicats, leadership, millénariaux: l'avenir du mouvement ouvrier**

TBA

Chair / Président: Tom Knight (*University of British Columbia*)

Vendredi 7 Juin 2019 | Friday, June 7th, 2019

10:30 - 12:00

Concurrent Session 2.2 / Atelier Simultané 2.2 | Room / Salle ANGU 241

**Global Perspectives on Labour Standards and corporate social responsibility
/ Perspectives mondiales sur les normes du travail et la responsabilité sociale
des entreprises**

Mahbubul Alam (*York University*)

Kelly Pike (*York University*)

Parbudyal Singh (*York University*)

**Private and Public Labour Regulations: Experience of Bangladesh Bangladesh
RMG Sector Post-Rana Plaza Accident**

Holm-Detlev Köhler (*University of Oviedo*)

Sergio González Begega (*University of Oviedo*)

Local community defiance against global company restructuring

Raja Abid (*Université de Montréal*)

**Responsabilité et irresponsabilité sociale des entreprises envers leurs employés :
analyse de la réaction des actionnaires sur le marché boursier**

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

Vendredi 7 Juin 2019 | Friday, June 7th, 2019

10:30 - 12:00

Concurrent Session 2.3 / Atelier Simultané 2.3 | Room / Salle ANGU 347

Fighting Precarious Work: A Critical Assessment of Union Models, Strategies, and the State / Combattre le travail précaire: Une évaluation critique des modèles syndicaux, des stratégies et de l'action étatique

Sean O'Brady (*Cornell University*)

How Union Strategies Affect Precarious Work: Explaining Cross-National Divergences in Retail

Marie-Josée Legault (*Université TÉLUQ*)

Johanna Weststar (*Western University*)

Towards new collective action models for the international video game industry

Ian MacDonald (*Université de Montréal*)

Jonathan Michaud (*Université de Montréal*)

Countering precarious work through informal organization and regulation

Sara Slinn (*York University*)

Broader-Based and Sectoral Bargaining: A Typology and Framework for Reform

Chair / Président: Kendra Strauss (*Simon Fraser University*)

Vendredi 7 Juin 2019 | Friday, June 7th, 2019

10:30 - 12:00

Concurrent Session 2.4 / Atelier Simultané 2.4 | Room / Salle ANGU 492 

Sectoral Perspectives on Disruption and Changing Patterns of Work Regulation: Forestry, education and aerospace / Perspectives sectorielles sur les perturbations et l'évolution des modèles de régulation du travail: Forêts, éducation et aérospatiale

Dalia Gesualdi-Fecteau & Laurence Matte Guilmain (*Université du Québec à Montréal*)

The Employment System in Quebec's Forest Management Sector and Its Impact on Working Conditions: A preliminary assessment

Laurence Derouin-Dubuc (*Université de Montréal*)

Investigating the meaning of precarity in Quebec's art worlds: What implications for strategic action?

Diane Gagné & Chloé Fortin-Bergeron (*Université du Québec à Trois-Rivières*)

Centralisation vs décentralisation de la négociation collective au Québec: la difficile [ré]conciliation entre les différents secteurs de l'éducation / Centralization vs. Decentralization of Collective Bargaining in Quebec: The difficult reconciliation between different sectors of education

Julie Garneau (*Université Laval*)

L'abduction comme méthodologie pour comprendre les changements dans les institutions des relations d'emploi à l'ère de l'industrie 4.0: exemples à partir d'études de cas

Chair / Président: Nicolas Roby (CRIMT/Université de Montréal)

12:00 - 13:30

Lunch and Annual General Meeting / Dîner et Assemblée Générale Annuelle | Room / Salle CPA Hall



Simultaneous translation will be available in ANGU 492 / Traduction simultanée disponible dans la salle ANGU 492

Vendredi 7 Juin 2019 | Friday, June 7th, 2019

13:30 - 15:00

Concurrent Session 3.1 / Atelier Simultané 3.1 | Room / Salle ANGU 491

Working in the care sector / Travailler dans le secteur des soins

Benjamin Bolitzer, Erin Godtland, Nisha Hazra, Charlie Jeszeck, Jessica Mausner & Rhiannon Patterson (*United States Government General Accountability Office*)

The Retirement Security of Unpaid Family Caregivers in the United States

Anne Renée Gravel (*Université TÉLUQ*)

Réflexion sur la représentation collective d'une population de travailleuses encore invisibles. Étude du cas des gardiennes-accompagnatrices offrant du répit aux parents d'enfants, d'adolescents ou d'adultes handicapés

Fabian Flintoff (*University of Notre Dame*)

**Non-traditional approaches to employment in the health care sector:
Looking forward**

Chair / Président: Chris Riddell (*University of Waterloo*)

Vendredi 7 Juin 2019 | Friday, June 7th, 2019

13:30 - 15:00

Concurrent Session 3.2 / Atelier Simultané 3.2 | Room / Salle ANGU 241

Engaging with IR Scholars and Other Constituents: The promises and pitfalls of social media, online tools, and open access / Engager la discussion avec les chercheurs en RI et les autres membres de la communauté: promesses et pièges des médias sociaux, des outils en ligne et du libre accès.

Kourtney Koebel & Dionne Pohler (*University of Toronto*)

John Budd (*University of Minnesota*)

Nicholas Roby (*CRIMT/ Université de Montréal*)

Chair / Président: Lorenzo Frangi (*Université du Québec à Montréal*)

Vendredi 7 Juin 2019 | Friday, June 7th, 2019

13:30 - 15:00

Concurrent Session 3.3 / Atelier Simultané 3.3 | Room / Salle ANGU 347

Institutional Experimentation for Better Work II: The shifting contours of work and their consequences / L'expérimentation institutionnelle pour un travail meilleur II: Les contours changeants du travail et les conséquences

Shelagh Campbell (*University of Regina*)

Shifts in the bedrock of professions: Temporary legal workers and the gig economy

Ann Frost & Jeanette Eberhard (*Western University*)

Claus Rerup (*The Frankfurt School of Finance and Management*)

The New Role of "Social Worker Cop": A Transformation in Policing Work

Cathy Belzile (*Université Laval*)

Configurations des relations d'emploi en contexte d'externalisation : vers quelles politiques publiques se tourner?

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

Vendredi 7 Juin 2019 | Friday, June 7th, 2019

13:30 - 15:00

Concurrent Session 3.4 / Atelier Simultané 3.4 | Room / Salle ANGU 492 **Institutional Experimentation for Better Work II: Contesting the shifting contours of the state / L'expérimentation institutionnelle pour un travail meilleur II: La contestation des contours changeants de l'état**John Peters (*Laurentian University*)Lorenzo Frangi (*Université du Québec à Montréal*)**Repertoires of Union Contention: Austerity, Politics, and Union Campaigns in Response to Public Sector Restructuring**Étienne Cantin (*Université Laval*)Émilie Lessard-Mercier (*Université Laval*)**Labor Union Resistance to US-Style 'Austeritarianism', 2010-2019**Émilie Lessard-Mercier (*Université Laval*)**Les coalitions en tant que vecteurs d'influence et de résistance - Regard sur le travail de soin au Québec**Mathieu Dupuis (*TÉLUQ Montréal*)**L'exception québécoise? Le mouvement syndical, l'État-providence et la construction des institutions du travail****Chair / Président: Diane Gagné (*Université du Québec à Trois-Rivière*)**

15:00 - 15:30

Final Plenary / Plénière finale | Room / Salle ANGU 098

Closing remarks / Mot de la fin

John Budd (*University of Minnesota*)

Setting the Stage for ILERA 2020 / Place à l'ILERA 2020

Lorenzo Frangi (*Université du Québec à Montréal*) &**Johanna Weststar (*Western University*)**

Simultaneous translation will be available in ANGU 492 / Traduction simultanée disponible dans la salle ANGU 492

CIRA Graduate Student Consortium program

Sauder School of Business, University of British Columbia, 2053 Main Mall, Vancouver, BC V6T 1Z2

Wednesday, June 5th, 2019 | Room: ANGU 291

09:15 - 09:30	Arrival and registration
09:30 - 10:30	Doctoral consortium opening & Networking activity
10:30 - 10:45	Coffee Break
10:45 - 12:00	<p>First Panel: Women in Academia</p> <p>Questions for the panel about: being a female in academia, challenges and advantages, advice, publishing</p> <p>Dionne Pohler, <i>Assistant Professor, Center for Industrial Relations and Human Resources, University of Toronto</i></p> <p>Sima Sajjadiani, <i>Assistant Professor, Sauder School of Business, University of British Columbia</i></p> <p>Johanna Weststar, <i>Associate Professor, DAN Department of Management & Organizational Studies, Western University</i></p> <p>Brenda Lautsch, <i>Associate Dean, Faculty, Associate Professor, Beedie School of Business, Simon Fraser University</i></p>
12:00 - 13:00	Lunch
13:00 - 14:15	<p>Second Panel: Entering Academia</p> <p>Questions for the panel about: young scholar challenges, work-life balance as a young professor, professors' strategies in their early careers.</p> <p>Bradley Weinberg, <i>Assistant Professor, Employment Relations, Queen's University</i></p> <p>Chloé Fortin-Bergeron, <i>Assistant Professor, Human Resource Management, Université du Québec à Trois-Rivières</i></p> <p>Ian MacDonald, <i>Assistant Professor, School of Industrial Relations, Université de Montréal</i></p> <p>Mathieu Dupuis, <i>Assistant Professor, School of Business Administration, TÉLUQ</i></p>
14:15 - 15:00	Coffee Break & Walk to UBC Botanical Gardens (20 minute walk)
15:00 - 16:00	Afternoon Tour of UBC Botanical Gardens

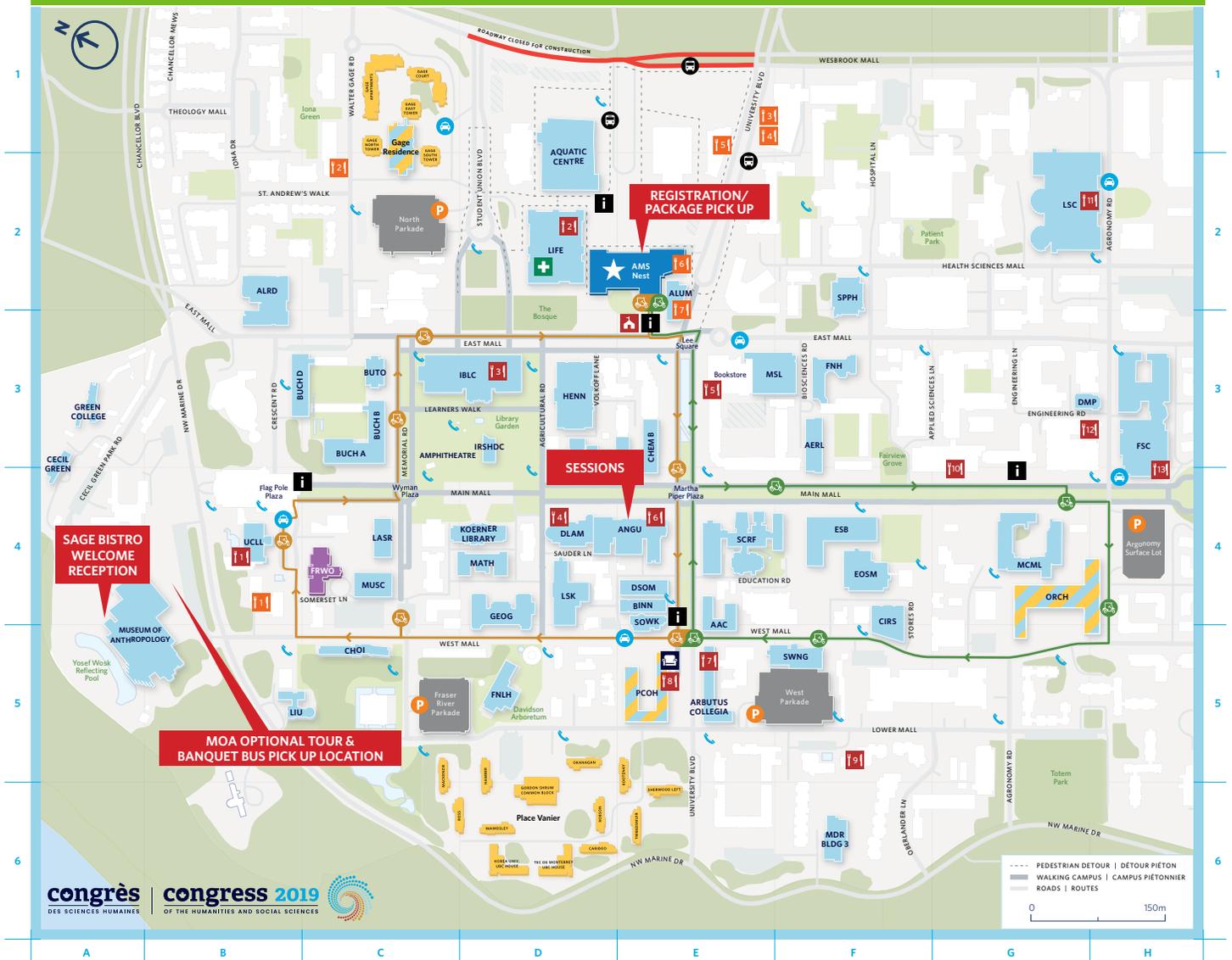
CIRA Graduate Student Consortium program

Sauder School of Business, University of British Columbia, 2053 Main Mall, Vancouver, BC V6T 1Z2

Mecredi 5 Juin, 2019 | Salle: ANGU 291

09:15 - 09:30	Arrivée & Inscription
09:30 - 10:30	Mot de bienvenue & Activité de réseautage
10:30 - 10:45	Pause café
10:45 - 12:00	<p>Premier Panel: Les femmes dans le monde académique</p> <p>Questions adressées au panel : Le rôle et la position des femmes universitaires, les défis et les avantages, conseils, publications, etc.</p> <p>Invités :</p> <p>Dionne Pohler, <i>Professeure adjointe, Centre des relations industrielles et des ressources humaines, University of Toronto</i></p> <p>Sima Sajjadiani, <i>Professeure adjointe, Sauder School of Business, University of British Columbia</i></p> <p>Johanna Weststar, <i>Professeure agrégée, Département de Management et d'études organisationnelles, Western University</i></p> <p>Brenda Lautsch, <i>Doyenne Adjointe, Professeure agrégée, Beedie School of Business, Simon Fraser University</i></p>
12:00 - 13:00	Pause du midi & Déjeuner
13:00 - 14:15	<p>Second Panel: Entering Academia</p> <p>Questions adressées au panel: les défis des professeur.e.s en début de carrière, la conciliation travail-famille en tant que jeune professeur.e , stratégies des professeur.e.s en début de carrière, etc.</p> <p>Invités:</p> <p>Bradley Weinberg, <i>Professeur adjoint, Relations d'Emploi, Queen's University</i></p> <p>Chloé Fortin-Bergeron, <i>Professeure adjoint, Gestion des Ressources Humaines, Université du Québec à Trois-Rivières</i></p> <p>Ian MacDonald, <i>Professeur adjoint, École de Relations Industrielles, Université de Montréal</i></p> <p>Mathieu Dupuis, <i>Professeur adjoint, École des Sciences de l'Administration, TÉLUQ</i></p>
14:15 - 15:00	Pause-café & Marche en groupe vers les jardins botaniques de UBC (20 minutes à pied environ)
15:00 - 16:00	Visite guidée des jardins botaniques de UBC

Congress Map / Plan du Congrès



Building Names | Noms de bâtiment

AAC	Audain Art Centre	.....	E4
AERL	Aquatic Ecosystems Research Laboratory	.....	F3
ALRD	Allard Hall	.....	B1
ALUM	Robert H. Lee Alumni Centre	.....	E2
AMPHITHEATRE		.....	C3
AMS	AMS Nest	.....	E2
ANGU	Henry Angus Building	.....	E4
AQUATIC CENTRE		.....	D2
BINN	B.C. Binning Studios	.....	E4
BUCH	Buchanan Building	.....	C3
BUTO	Buchanan Tower	.....	C3
CECIL GREEN		.....	A3
CHEM	Chemistry	.....	D3
CHOI	C.K. Choi Building for the Institute of Asian Research	.....	C5
CIRS	Centre for Interactive Research on Sustainability	.....	F4
DLAM	David Lam Management Research Centre	.....	D4
DMP	Hugh Dempster Pavilion	.....	H3
DSOM	Dorothy Somerset Studios	.....	E4
EOSM	Earth and Ocean Sciences Main	.....	F4
ESB	Earth Sciences Building	.....	F4
FNLH	Food, Nutrition and Health Building	.....	F3
FNLH	First Nations Longhouse	.....	D5
FRWO	Frederic Wood Theatre	.....	C4
FSC	Forest Sciences Centre	.....	H3
GAGE	Walter H. Gage Residence	.....	C1

GAGE	Walter H. Gage Residence	.....	C1
GEOG	Geography Building	.....	D4
GREEN COLLEGE		.....	A3
HENN	Hennings Building	.....	D3
IBLC	Irving K. Barber Learning Centre	.....	D3
IRSHDC	Indian Residential School History & Dialogue Centre	.....	D3
KOERNER LIBRARY		.....	C4
LASR	Frederic Lassere Building	.....	D4
LIFE	UBC Life Building (Old SUB)	.....	D2
LIU	Liu Institute for Global Issues	.....	B5
LSC	Life Sciences Centre	.....	G2
LSK	Leonard S. Klinck Building	.....	D4
MATH	Mathematics Building	.....	D4
MCML	H.R. MacMillan Building	.....	G4
MDR	Marine Drive Residence Building 3	.....	F6
MSL	Michael Smith Laboratories	.....	E3
MUSC	Music Building	.....	C4
MUSEUM OF ANTHROPOLOGY		.....	A5
ORCH	Orchard Commons	.....	G4
PCOH	Ponderosa Commons Oak and Cedar House	.....	E5
SCRf	Neville Scarfe Building	.....	E4
SOWK	Jack Bell Building for the School of Social Work	.....	E4
SPPH	School of Population and Public Health	.....	F2
SWNG	West Mall Swing Space Building	.....	F5
UCLL	Leon and Thea Koerner University Centre	.....	B4

- Congress Hub | Carrefour du Congrès
- Big Thinking lectures | Causeries Voir grand
- Residences for attendees | Résidences pour congressistes
- Buildings used for Congress | Édifices du Congrès
- Social Zone | Zone d'activités
- Info Kiosk | Kiosque d'information
- Food Services | Services de restauration
- Food Service Partners | Partenaires de restauration
- First Aid | Premiers soins
- Bus Stop | Arrêt de bus
- Taxi Stop | Arrêt de taxi
- Paid Parking | Stationnement payant
- Mobility Assistance Shuttle | Navette d'assistance a la mobilité
- The Living Room | Le salon
- Emergency Blue Phones | Téléphones bleus d'urgence

Nearby Restaurants / Restaurants à proximité

Downtown (nearby areas) / Centre-ville (à proximité):

Blue Water Café (Seafood)	1095 Hamilton Street, Vancouver (Yaletown)	https://www.bluewatercafe.net/
Brix and Mortar (Canadian)	1138 Homer Street, Vancouver	https://www.brixandmortar.ca/
Chambar (Belgian)	568 Beatty Street Vancouver, BC	https://www.chambar.com/
Fayuca (Mexican)	1009 Hamilton Street, Vancouver (at Nelson)	https://www.fayuca.ca/
Miku (Japanese)	70-200 Granville Street, Vancouver	https://mikurestaurant.com/
Nuba (Lebanese)	207 West Hastings Street, Vancouver (Gastown) 508 Davie Street, Vancouver (West End) 3116 West Broadway (Kitsilano)	https://www.nuba.ca/
Tap & Barrel (Comfort Food)	1 Athletes Way, Vancouver (Olympic Village)	http://tapandbarrel.com/
The Holy Crab (Seafood)	1588 Robson Street, Vancouver	http://www.theholycrab.ca/
DD Mau (Vietnamese)	1239 Pacific Blvd, Vancouver (Yaletown) 145 East Pender St. Vancouver (Chinatown)	https://www.ddmau.ca/
Nightingale (Modern Canadian)	1017 W. Hastings Street, Vancouver	https://hawknightingale.com/
The Galley Patio and Grill (American)	1300 Discovery St., Vancouver	https://thegalley.ca/
The Flying Pig (Canadian)	1168 Hamilton Street, Vancouver (Yaletown)	https://theflyingpigvan.com/
Bao Bei Chinese Brasserie (Chinese)	163 Keefer Street, Vancouver (Chinatown)	https://www.bao-bei.ca/

Off-campus (near UBC) / Hors campus (près de UBC)

Bella Roma Pizzeria & Ristorante	4460 West 10th Ave., Vancouver	http://www.bellaroma1.com/
Burgoo (Comfort Food)	4434 West 10th Ave., Vancouver	https://burgoo.ca/
Enigma Urban Eatery & Bar	4397 West 10th Ave., Vancouver	https://www.enigmarestaurant.ca/
La Brass (French)	4473 West 10th Ave., Vancouver	http://www.labrass.co/dinner-menu.html
Sun Sushi (Japanese)	4512 West 10th Ave., Vancouver	http://www.sunsushi.ca/
Takumi Japanese (Japanese)	4422 West 10th Ave., Vancouver	http://www.takumisushi.com
The Kitchen (Korean)	2620 Sasamat St., Vancouver	https://www.zomato.com/vancouver/the-kitchen-point-grey

continued >

Nearby Restaurants / Restaurants à proximité

Maenam (<i>Thai</i>)	1938 West 4th Ave., Vancouver	http://maenam.ca/
Turf (<i>Café</i>) ** vegan option	2041 West 4th Ave., Vancouver	https://www.ourturf.com/pages/food
Bishop's Restaurant (<i>Canadian</i>)	2183 West 4th Ave., Vancouver	https://bishopsonline.com/
The Naam (<i>vegetarian</i>)	2724 West 4th Avenue, Vancouver	https://www.thenaam.com/
Vij's Rangoli (<i>modern Indian</i>)	1480 West 11th Ave, Vancouver	https://vijs.ca/vijs-rangoli/
Heirloom Vegetarian Restaurant	2861 Granville Street, Vancouver	https://www.heirloomveg.ca/
Rain or Shine (<i>Homemade ice-cream</i>)	1926 West 4th Ave #102, Vancouver 3382 Cambie Street, Vancouver	http://rainorshineicecream.com/
East is East	3035 West Broadway, Vancouver	http://eastiseast.ca/
Mr. Red Café (<i>Vietnamese</i>)	2680 West Broadway, Vancouver	https://www.mrredcafe.ca/
Las Tortas (<i>Mexican sandwich</i>)	3353 Cambie Street, Vancouver	http://www.lastortas.ca/

Off-campus (far away from UBC) / Hors campus (loin de UBC)

Lotus Seed (<i>Vegan</i>)	736 West Broadway, Vancouver	http://lotusseed.ca/
Pizzeria Barbarella (<i>Pizza</i>)	654 East Broadway, Vancouver	https://www.pizzeriabarbarella.com/
Brewhall (brew pub)	97 East 2nd Ave, Vancouver	https://brewhall.com/

On Campus / Sur le campus:

Koerner's Pub	6371 Crescent Road	http://koerners.ca/
Loafe Café	6163 University Blvd	http://loafecafe.com/
Mercante (<i>Italian Pizza</i>)	6488 University Boulevard	https://food.ubc.ca/place/mercante/
Mahony & Sons	5990 University Blvd	http://www.mahonyandsons.com/find-mahonys/
One More Sushi	#222 - 2155 Allison Road	https://sites.google.com/view/onemoresushi/home
Pacific Poké	2366 Main Mall	https://food.ubc.ca/place/pacific-poke/
Sage Bistro	6331 Crescent Road	https://sage.ubc.ca/restaurant/
The Gallery Patio and Lounge	Level 4 in The Nest	https://www.ams.ubc.ca/the-nest/eat/
The Point Grill	2205 Lower Mall	https://food.ubc.ca/place/the-point/
Rain or Shine (<i>Homemade ice-cream</i>)	6001 University Blvd, Vancouver (UBC)	http://rainorshineicecream.com/

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