

The background features several stylized trees where the branches are replaced by human hands. The largest tree is on the left, with a smaller one in the center and two more on the right. The top right tree is highlighted with a white octagonal border.

DEMOCRACY

FEB ²³_{-TO-}²⁵
2012 **AND THE**
WORKPLACE

**A SALTMAN CENTER FOR CONFLICT RESOLUTION
SYMPOSIUM ON CONTEMPORARY ISSUES
IN LABOR AND EMPLOYMENT LAW**

6:30-8:15 p.m. Opening Panel
Voice in the Workplace: Focus on Nevada
Thomas & Mack Moot Court
 Moderator: Ann McGinley, Boyd School of Law, UNLV
 Pamela Egan, Workforce Development Consultant
 Gregg Kamer Esq., Kamer, Zucker & Abbott
 Jamie Naughton, Zappos
 D. Taylor, Culinary Workers Local 226

8:15-9:00 p.m. Reception

Friday, February 24, 2012

All sessions today will be held in the Tam Alumni Center (TAC).

8:00-8:35 Continental Breakfast

8:35-8:45 Welcoming remarks from Deans and Organizers

8:45-9:35 Opening Plenary
Are Democratic Workplaces Possible, or Only Necessary to Our Survival?
 Joel Rogers, Professor of Law, Political Science, Public Affairs and Sociology, University of Wisconsin, Madison; Director, Center on Wisconsin Strategy (COWS)

9:35-9:50 Break

9:50-12:20 Panel 1: Democracy and Work
 Moderator: Christopher David Ruiz Cameron, Southwestern Law School
 Richard Bales, Chase College of Law, Northern Kentucky University, *Workplace Populism*
 Christopher David Ruiz Cameron, Southwestern Law School, *Democracy at Large and Democracy at Work: Four Models of Workplace Governance*

Ellen Dannin, Pennsylvania State University, The Dickinson School of Law, *Work in a Democratic Society: Not Just Jobs, but Good Jobs*
 Bob Hebdon, McGill University, *Freedom of Association as a Fundamental Human Right*
 Ariana Levinson, Louis D. Brandeis School of Law, University of Louisville, *Movements of Consensus and Conflict: Founding Worker Cooperatives*
 Michael Wasser and Ryan Lamare, American Rights at Work, *Unions as Conduits of Democratic Voice for Non-elites: Work Politicization from the Shop Floor to the Halls of Congress*

12:20-1:50 Lunch
 Featured speaker: Cynthia Estlund, Catherine A. Rein Professor, NYU School of Law, *Democracy In and About the Workplace*

1:50-3:25 Panel 2: The NLRB, Unions, Courts, and Democracy
 Moderator: Elizabeth MacDowell, Boyd School of Law, UNLV
 Matthew Dimick, University at Buffalo Law School, SUNY, *Unions, Employers and Social Policy Preferences*
 Charlotte Garden, Seattle University School of Law, *Union Made: Labor's Litigation for Broad Social Change*
 Ryan McGinley Stempel, Stanford Law School Student &
 Ann McGinley, Boyd School of Law, UNLV, *Facebook and Concerted Activity: A Renewal of Democracy at Work?*
 Brishen Rogers, Temple University, Beasley School of Law, *Passion and Reason in Labor Law*

3:25-3:40 Break

- 3:40-5:40 Panel 3: Individuals, the Collective, and Democracy: Race, Class, Gender, Disability, and Individual Employee Rights**
 Moderator: Addie Rolnick, Boyd School of Law, UNLV
 Michael Z. Green, Texas Wesleyan University School of Law, *Black Worker Voice in Times of Joblessness and Anti-Racism Backlash*
 Francine J. Lipman, Chapman University School of Law, *What's Tax Got to Do With It?*
 Nicole B. Porter, University of Toledo College of Law, *Women, Unions, and Negotiation*
 Gowri Ramachandran, Southwestern Law School, *Pay Transparency*
 Terry Smith, DePaul University College of Law, *Law's Austerity: Capital, Labor, and Race in the Globalized Economy*

Saturday, February 25, 2012

All sessions today will be held in BSL room 102.

- 8:15-8:45 Continental Breakfast**
- 8:45-10:35 Panel 4: The Public Sector Workplace and State and Local Democracy**
 Moderator: Ruben Garcia, Boyd School of Law, UNLV
 Kenneth Dau-Schmidt, Maurer School of Law, Indiana University (Bloomington), *Undermining or Promoting Democratic Government? An Economic and Empirical Analysis of Public Sector Collective Bargaining Under American Law*
 Eric M. Fink, Elon University School of Law, *From Sewer Socialism to Sewer Syndicalism: Services, Privatization, and Worker Self-Management*
 Ruben Garcia, Boyd School of Law, UNLV, *Citizenship at Work: How the Courts Marginalize Public Employees*

- Martin Malin, Chicago Kent College of Law, *Collective Representation, Employee Voice & Democracy in the Public Sector Workplace*
 Comments: Amber Lopez, SEIU
- 10:35-10:45 Break**
- 10:45-11:55 Panel 5: Voice and Democracy in Education**
 Moderator: Robert Corrales, Boyd School of Law, UNLV
 Clifford B. Donn, Le Moyne College, *Teacher Working Conditions with and without Collective Bargaining* (with co-authors Rachel E. Donn, Lloyd J. Goldberg and Brenda J. Kirby)
 Comments: Africa Sanchez, Clark County Education Association
 Gregory Brown, UNLV Department of History; President, Nevada Faculty Alliance, *Shared Governance and Retrenchment in Higher Education: The Nevada Experience*
- 11:55-12:45 Lunch**
- 12:45-2:50 Panel 6: Designs for Voice at the Workplace**
 Moderator: Lisa Blomgren Bingham, Visiting Professor, Boyd School of Law, UNLV; Indiana University School of Public and Environmental Affairs
 David Lipsky, ILR School, Cornell University & Ariel Avgar, University of Illinois at Urbana-Champaign, School of Labor and Employment Relations, and College of Medicine, *The Emergence of Electronic Voice in the Workplace: The Effect of Electronic Medical Records on Communication & Conflict in Nursing Homes*
 Kristen Blankley, University of Nebraska College of Law, *Adding by Subtracting? How Limited Scope Agreements for Dispute Resolution Representation Can Increase Access to Attorney Services*

Elayne Greenberg, St. John's University School of Law, *Overcoming Our Workforce Disability: Giving Voice in Mediation*

Mariana Hernandez Crespo, University of St. Thomas School of Law, *Beyond Assimilation: Dispute System Design as a Framework for Cultural Integration & Global Innovation*

Abhi Gupta, ILR School, Cornell University graduate student, *The Repeat Player Effect in Employment Arbitration: The Experience in the Securities Industry, 1988-2008* (with co-authors David Lipsky and Ryan Lamare)

2:50-3:00 Break

3:00-4:00 Closing Discussion

Moderator: Lisa Blomgren Bingham, Visiting Professor, Boyd School of Law, UNLV; Indiana University School of Public and Environmental Affairs

UNLV appreciates the leadership and support of our Nevada System of Higher Education Board of Regents.

Jason Geddes, Ph.D., Chair
Kevin J. Page, Vice Chair
Mark Alden
Dr. Andrea Anderson
Robert J. Blakely
Cedric Crear
Mark W. Doubrava, M.D.

Ron Knecht
James Dean Leavitt
Kevin C. Melcher
Dr. Jack Lund Schofield
Rick Trachok
Michael B. Wixom

