

DENVER

63rd ANNUAL MEETING

WESTIN TABOR CENTER, DENVER
1672 LAWRENCE STREET
DENVER, CO 80202

Employment Relations for Economic Recovery and Sustained Growth

Friday–Sunday, January 7-9, 2011

Preconference Day Activities and Meetings on Thursday, January 6, 2011

LERA 63rd Annual Meeting DENVER, CO. — January 7-9, 2011

Westin Tabor Center, 1672 Lawrence Street

Meeting Information

LERA 63rd Annual Meeting

Friday–Sunday, January 7-9, 2011

Preconference Day Activities and Meetings on Thursday, January 6, 2011

Notable Events

Mini Consortium

Thursday, January 6, 8:45 a.m. – 3:00 p.m.

The Labor and Working Class History Association (LAWCHA) and Union of Radical Political Economics (URPE) join LERA in offering presentations and discussions in a special day-long consortium, "Labor Across the Boundaries." All interested are welcome to attend any or all sessions.

ASSA Welcome Reception

Thursday, January 6, 7:00 – 9:00 p.m.

Plan to attend the Annual ASSA Welcome Reception at the **Sheraton Denver Downtown**. Get a free drink coupon for the reception when you RSVP on the pre-registration form. You will get your drink ticket when you pick up your registration packet.

LERA and Joint University Welcome Reception

Friday, January 7, 6:00 – 7:30 p.m.

A reception for LERA conference participants, alumni, and guests will be held at the Westin on Friday evening. Hors d'oeuvres will be served and a cash bar will be available. This year's reception honors a special guest. Sponsored by the IR/HR schools and centers at the University of

Illinois, Rutgers University, University of Minnesota, Cornell University, Michigan State University, Penn State University, and MIT.

LERA Presidential Luncheon

Saturday, January 8, 12:30 – 2:15 p.m.

The LERA Presidential Luncheon will be held Saturday, January 8, at 12:30 p.m. at the Westin. Eileen Appelbaum, LERA President, will be the featured speaker. Be sure to reserve your seat on your ASSA registration form. A limited number of tickets will be sold at the meeting.

LERA General Membership Meeting and Awards Ceremony

Saturday, January 8, 6:00 – 7:00 p.m.

The LERA General Membership Meeting and Awards Ceremony will be held Saturday, January 8, from 6:00 to 7:00 p.m., in the Westin Tabor Center. The chairperson will be LERA President Eileen Appelbaum. Association business will be briefly discussed and the presentation of LERA Awards and Chapter recognition will be made.

LERA 63rd Annual Meeting Program Committee

- Chair:** Eileen Appelbaum, Center for Economic and Policy Research, LERA President
- Co-Vice Chairs:** Charles Jeszeck, US Government Accountability Office (Practitioner) and Rosemary Batt, Cornell University (Academic)
- Members:** Owen Herrstadt, International Association of Machinists; Jody Hoffer Gittell, Brandeis University; Nancy Peace, Mediator/Arbitrator; Bonnie Summers, BlueCross BlueShield Association; Jeffrey Wenger, University of Georgia; Sean Rogers, PhD Student, Rutgers University
- Ex Officio:** William Canak, Middle Tennessee State University, NCAC Chair; Françoise Carré, University of Massachusetts-Boston, LERA Co-Editor-in-Chief; Joel Cutcher-Gershenfeld, University of Illinois at Urbana-Champaign, LERA Past President; Peter Feuille, University of Illinois at Urbana-Champaign, LERA Secretary/Treasurer; Bob Hoell, Georgia Southern University, Chair, LERA Poster Session; Gordon Pavy, AFL-CIO, LERA President Elect; Christian Weller, University of Massachusetts-Boston, LERA Co-Editor-in-Chief

Preconference Day Activities and Meetings • Thursday 1/6/2011

8:45 a.m. - 9:00 a.m.

LERA/URPE/LAWCHA--"Labor Across the Boundaries: A New Collaboration of US Labor and Employment Relations, Political Economy, and Labor and Working Class History - Welcoming Remarks and Introduction"—Continental A

*Presenter: Michael Hillard, University of Southern Maine—***Converging Differences: Thoughts on the Overlapping and Contradictory Projects of U.S. Political Economy, Industrial Relations and Labor and Working Class History**

9:00 a.m. - 10:00 a.m.

LERA/URPE/LAWCHA--"Labor Across the Boundaries: Roundtable Perspectives on Labor from Three Disciplines: A Conversation"—Continental A

*Panelists: Bruce Laurie, University of Massachusetts-Amherst
Thomas A. Kochan, Massachusetts Institute of Technology
Richard McIntyre, University of Rhode Island*

9:00 a.m. - 5:00 p.m.

LERA 13th Annual Ph.D. Student Consortium—Continental B

Co-Chairs: Tamara Lee and Todd Dickey, Cornell University

10:00 a.m. - 11:30 a.m.

LERA Grants and Sponsorships Committee Meeting—McCourt

Chair: Marlene K. Heyser, Workplace Law Strategies

10:00 a.m. - 11:50 a.m.

LERA Public Sector (Federal) Industry Council Meeting—Blake

Co-Chairs: Marick Masters, Wayne State University and Michael Filler, International Brotherhood of Teamsters

10:10 a.m. - 12:00 p.m.

LERA/URPE/LAWCHA--"Labor Across the Boundaries: Evolution and Devolution of the New Deal Era in Historical Context: 1900-2010"—Continental A

*Featured Speaker: Nelson Lichtenstein, University of California-Santa Barbara—***Evolution and Devolution of the New Deal Era in Historical Context: 1900-2010**

*Discussants: Jennifer Klein, Yale University
Sanford M. Jacoby, University of California-Los Angeles
Ron Blackwell, AFL-CIO
Michael Hillard, University of Southern Maine*

11:00 a.m. - 12:50 p.m.

LERA Higher Education Industry Council Business Meeting—Curtis

Co-Chairs: Michael Loconto, Harvard University and Judith Stiliz Ogden, Clayton State University

11:30 a.m. - 1:00 p.m.

LERA National Chapter Advisory Committee Meeting—Lawrence B

Co-Chairs: William Canak, Middle Tennessee State University and Bonnie Prouty Castrey, Mediator/Arbitrator

12:00 p.m. - 1:15 p.m.

LERA/URPE/LAWCHA--"Labor Across the Boundaries: Brownbag Lunch and Roundtable Interdisciplinary Discussions"—Continental A

Chair: Michael Hillard, University of Southern Maine

12:00 p.m. - 1:30 p.m.

LERA "Perspectives on Work" Editorial Advisory Board Meeting—McCourt

Chair: Susan Cass, Massachusetts Institute of Technology

12:00 p.m. - 1:50 p.m.

LERA Airline Industry Council Meeting--"Turbulence Ahead: Post-merger Seniority Integration in the Airline Industry"—Blake

*Chair: Nicholas Jason Enoch, Lubin & Enoch, P.C.
Panelists: Hon. Linda Puchala, National Mediation Board
Hon. Jerry F Costello (inv.), U.S. House of Representatives Aviation Subcommittee
Jeffery A Smisek (inv.), Continental Airlines
Bryan Bedford (inv.), Republic Airways Holdings, Inc.*

1:00 p.m. - 2:50 p.m.

LERA Utilities Industry Council Meeting—Curtis

Co-Chairs: Thomas J. Schneider, Restructuring Associates, Inc.; Stephen A. Rayburn, Pacific Gas & Electric Company; and Jim Voye, International Brotherhood of Electrical Workers

1:15 p.m. - 3:00 p.m.

LERA/URPE/LAWCHA--"Where Do We Go from Here? How Should Scholars Talk in and across Disciplines and to Policy Makers, Progressive Employers, Movement Activists, and to the Public?"—Continental A

*Chair: Bruce E. Kaufman, Georgia State University
Panelists: Kris Rondeau, Harvard Union of Clerical & Technical Workers
Thomas A. Kochan, Massachusetts Institute of Technology
Rosemary Batt, Cornell University
Randy Albelda, University of Massachusetts-Boston
Nancy MacLean, Duke University*





Thursday

continued

1:30 p.m. - 3:30 p.m.

LERA Finance and Membership Committee Meeting—Lawrence B
Chair: David Lewin, University of California-Los Angeles

2:00 p.m. - 4:30 p.m.

LERA Health Care Industry Council Meeting, "Impact of Health Policy Reforms on Healthcare Workers and the Workplace" (Symposium)—Blake
Co-Chairs: Jody Hoffer Gittell, Brandeis University; Bonnie Summers, BlueCross BlueShield Association
Presenters: Christine Bishop, Brandeis University
Peter Lazes, Cornell University—Accountable Care Organizations and Medical Homes
Dana Weinberg, Queens College-City University of New York and Ariel C. Avgar, University of Illinois-Urbana-Champaign—Patient Centered Care and the Introduction of IT
Tracey Gaudet, Duke Integrated Health Care Center—Emergence of New Jobs--Wellness Coaches and Patient Navigators
James R. Bialke, Service Employees International Union-Healthcare Minnesota and Linda Ewing, United Auto Workers—How Employees and Their Unions Are Responding
Joslyn Williams, Washington DC Metro Labor Council and Jim Pruitt, Kaiser Permanente—How Employers are Responding
Bruce Williams, BlueCross and BlueShield of Massachusetts—How Payers are Responding

2:30 p.m. - 4:00 p.m.

LERA Certification Committee Meeting—McCourt
Chair: Joel Cutcher-Gershenfeld, University of Illinois-Urbana-Champaign

2:30 p.m. - 5:00 p.m.

International and Comparative IR Section Meeting, "Employment Relations for Economic Recovery and Growth: A Contemporary Assessment of Varieties of Capitalism"—Welton
Co-Chairs: Mark Stuart, University of Leeds and Greg J. Bamber, Monash University/Griffith University
Presenters: Russell D. Lansbury and Nick Wailes, University of Sydney and Greg J. Bamber, Monash University/Griffith University—Fair Work Australia: The Emergence of a Hybrid Variety of Industrial Relations?
Søren Kaj Andersen, Jørgen Steen Madsen and , University of Copenhagen—The Transformation of Employment Relations in Scandinavia and Germany: Flexicurity Rules OK?
Valeria Pulignano, Katholieke University Leuven and Paul Stewart, University of Strathclyde—Company Restructuring in Europe and Local Union Influence: On the Management of Change
Alexander J.S. Colvin, Cornell University—Locating US Employment Relations: Paradigmatic Model or Characteristic Divergence?
Discussants: Harry C. Katz, Cornell University

3:00 p.m. - 4:30 p.m.

LERA Automobile Industry Council Meeting—Curtis
Co-Chairs: John Paul MacDuffie, University of Pennsylvania; Linda Ewing, United Auto Workers; and Arthur Schwartz, General Motors Corp.

3:15 p.m. - 6:00 p.m.

Employment Policy Research Network Meeting—Boardroom
Chair: Thomas A. Kochan, Massachusetts Institute of Technology

3:45 p.m. - 5:45 p.m.

LERA Development and Contributions Committee Meeting—Lawrence B
Chair: John F. Burton, Jr., Rutgers University

4:30 p.m. - 5:30 p.m.

LERA Health Care Industry Council Reception, Sponsored by the BlueCross BlueShield Association and the Heller School, Brandeis University—Cooke
Co-Chairs: Jody Hoffer Gittell, Brandeis University and Bonnie Summers, BlueCross BlueShield Association

4:30 p.m. - 6:00 p.m.

LERA Editorial Committee Meeting—McCourt
Co-Chairs: Françoise Carré and Christian E. Weller, University of Massachusetts-Boston

5:00 p.m. - 6:00 p.m.

LERA Industry Council Advisory Committee Meeting—Blake
Chair: Joel Cutcher-Gershenfeld, University of Illinois-Urbana-Champaign

6:15 p.m. - 10:00 p.m.

LERA Executive Board Meeting—Molly Brown
Chair: Eileen Appelbaum, Center for Economic and Policy Research, LERA President



Friday

Conference Activities • 1/7/2011

8:00 a.m. – 10:00 a.m.

Concurrent Sessions

1.1 Recovery from the Crisis: Comparing Labor Market Policies in Europe and the United States (Symposium)—Lawrence A

Chair: Stephen A. Woodbury, Michigan State University

Presenters: Michele Tiraboschi, University of Modena and Reggio Emilia—*Labor-Market Policies to Tackle the Crisis and Sustain the Economic Growth in E.U.: Models and Solutions*

Silvia Spattini, University of Modena and Reggio Emilia—*Effectiveness of the Anti-Crisis Labor Market Measures in the E.U.*

Susan N. Houseman, W.E. Upjohn Institute for Employment Research and Katharine G. Abraham, University of Maryland—*Short-Time Compensation as a Tool for Mitigating Job Loss*

Discussant: Susan Helper, Case Western Reserve University

1.2 Misclassified & Unreported Workers in the US Construction Industry - State Level Studies (Symposium)—Continental A

Chair: Françoise Carré, University of Massachusetts-Boston

Presenters: Randall Adams, Tennessee Technological University and William Canak, Middle Tennessee State University—*Misclassified Construction Workers in Tennessee*

Richard N. Block and Dale Belman, Michigan State University—*Economic & Social Costs of Misclassified Workers in Michigan*

Michael P. Kelsay, James I. Sturgeon and Kelly D. Pinkham, University of Missouri-Kansas City—*Economic & Social Costs of Misclassified Workers in Illinois*

James A. Parrott, Fiscal Policy Institute—*Employee Misclassification in New York: Economic and Fiscal Implications*

Discussant: Matthew Capece, United Brotherhood of Carpenters and Joiners of America

1.3 Law and Economics of Labor and Employment Relations (Symposium)—Curtis

Chair: Cynthia Estlund, New York University

Presenters: Morris Kleiner, University of Minnesota and David Weil, Boston University—*Costs of Noncompliance and the NLRA: An Analysis and Comparison with Other Public Policy Remedies*

Bruce E. Kaufman, Georgia State University—*The Institutional Paradigm of Labor and Employment Law*

Samuel Estreicher, New York University and Zev Eigen, Northwestern University—*The Forum for Adjudication of Employment Disputes*

Barry Hirsch, Georgia State University—*Unions, Dynamism, and Economic Performance*

Discussants: Henry Farber, Princeton University

John W. Budd, University of Minnesota

8:45 a.m. - 10:15 a.m.

National Policy Forum Program Committee Meeting—Cook

Chair: Gordon R. Pavy, AFL-CIO

10:00 a.m. - 12:00 p.m.

UCIRHRP Deans and Directors Meeting—Lawrence B

Chair: Jeff Houghton, West Virginia University

10:15 a.m. - 12:15 p.m.

Concurrent Sessions

2.1 ILO Core Conventions: Prospects for U.S. Ratification (Workshop)—Lawrence A

Chair: Janice Bellace, University of Pennsylvania

Panelists: Jane Hodges, International Labour Organization—*The ILO's Declaration and Member State Response to the Ratification Campaign*

Edward Potter, The Coca-Cola Company—*ILO Conventions and the U.S. Labor Law*

Owen E. Herrstadt, International Association of Machinists & Aerospace Workers—*Workers' Rights and Core Conventions*

Deborah Greenfield, U.S. Department of Labor—*U.S. Ratification of Core Convention*

2.2 Gender and Professional Work (Symposium)—Curtis

Chair: Thomas A. Kochan, Massachusetts Institute of Technology

Presenters: Matthew Bidwell, University of Pennsylvania and Roxana Barbulescu, McGill University—*Why Are There So Few Women in Finance? Evidence from the MBA Job Search Process on the Mechanisms Gender Segregation*

Friday

continued

Gabriele Plickert, Harvard Law School Program on the Legal Profession—*After Law School: The Comparative Careers of Young Lawyers from Berlin, Frankfurt, New York, and Washington, DC*
Forrest Briscoe, Pennsylvania State University and Kate Kellogg, Massachusetts Institute of Technology—*Career Success for Flexible Work Program Users: Evidence from Personnel Records in a Large Law Firm*
Discussant: Peter Cappelli, University of Pennsylvania

2.3 Documenting Critical Incidents: A Workshop for Management & Union Representatives (Workshop)—Continental A

Chair: Marlene K. Heyser, Workplace Law Strategies
Panelists: Mark C. Travis, Travis ADR Services, LLC
Greg Murray (inv.), International Association of Machinists

12:30 p.m. - 2:15 p.m.

LERA Labor Studies and Union Research Section Meeting, "Testing the Blue-Green Alliance: How the Partnership Managed Climate Change Politics"—Lawrence A

Co-Chairs: Robert Bruno, University of Illinois-Urbana-Champaign and Erin E. Johansson, American Rights at Work
Panelists: Michael Peck, MAPA Group
Wendy Fields-Jacobs, United Auto Workers of America
Barbara Byrd, University of Oregon

12:30 p.m. - 2:15 p.m.

LERA Labor and Employment Law Section Meeting - "Labor & Employment Law Update: What's New? What's in the Pipeline? What Matters?"—Curtis

Chair: Ellen Dannin, Pennsylvania State University
Panelists: Deborah Thompson Eisenberg, University of Maryland—*Unemployment Benefits*
Scott Moss, University of Colorado—*Employment Discrimination Law*
Raja Raghunath, University of Denver—*Collectively Bargained Health Care*
Robert Covington, Vanderbilt University—*Workplace Health and Safety*
Jane Korn, University of Arizona—*The Americans with Disabilities Act and the Americans with Disabilities Act Amendments Act of 2008*

12:30 p.m. - 2:15 p.m.

LERA Dispute Resolution Section Meeting - "Resolving Employment Charges and Litigation in This Period of Economic Uncertainty"—Welton

Chair: Sheila G. Mayberry, Arbitrator
Panelists: Mark C. Travis, Travis ADR Services, LLC
Discussant: Denise Pearson, University of Denver

12:30 p.m. - 2:15 p.m.

LERA Globalization, Investment and Trade Section Meeting—Cook

Co-Chairs: David Bensman, Rutgers University and Owen E. Herrnstadt, International Association of Machinists & Aerospace Workers

12:30 p.m. - 2:15 p.m.

LERA Collective Bargaining Network Meeting—McCourt

Co-Chairs: Gordon R. Pavy, AFL-CIO and Howard Stanger, Canisius College

12:30 p.m. - 2:15 p.m.

LERA Work and Employment Relations Network Meeting - "Employing Technology: Exploring Workplace Implications of Health Care IT Adoption"—Continental A

Co-Chairs: Rebecca Givan, Cornell University
Presenters: Adam Seth Litwin, Johns Hopkins University—*Why Don't Docs Digitize? The Adoption of Health Information Technology in Primary Care Medicine*
David B. Lipsky, Cornell University and Ariel C. Avgar, University of Illinois-Urbana-Champaign—*Caregivers and Computers: The Effect of Electronic Medical Records on Employment and Labor Relations in Nursing Homes*
Sharon Hoffman and Andy Podgurski, Case Western Reserve University—*E-Health Hazards: Provider Liability and Electronic Health Record System*
Prasanna Tambe, New York University—*TBD*
Discussants: Adrienne E. Eaton, Rutgers University
Scott White, SEIU 1199

12:30 p.m. - 2:15 p.m.

LERA Labor Economics/Labor Markets Section Meeting—Blake

Co-Chairs: Stephen A. Woodbury, Michigan State University and Susan Helper, Case Western Reserve University

2:30 p.m. - 4:30 p.m.

Concurrent Sessions

3.1 Incorporating Finance into Employment Relations: Implications for Theory and Practice (Workshop)—Lawrence A

Chair: Charles J. Whalen, Congressional Budget Office

Panelists: Sanford M. Jacoby, University of California-Los Angeles—*Financial Markets and Labor Markets*

Eileen Appelbaum, Center for Economic and Policy Research and Rosemary Batt, Cornell

University—*The Financing of Firms' Activities: Implications for Work and Employment Relations*

Stephen Sleigh, The Yucaipa Companies—*Capital Matters*

Stephen Lerner, Service Employees International Union—*Financialization and Employment*

Daniel Pedrotty, AFL-CIO—*Finance and Employment Relations: A View from the AFL-CIO*

2:30 p.m. - 4:30 p.m.

3.2 Community Unionism: a Cross-National Comparative Analysis (Symposium)—Curtis

Chair: Maite Tapia, Cornell University

Presenters: Amanda Tattersall, University of Sydney—*Community Unionism Through Powerful Coalitions: Union Engagement in Australia and Beyond*

Jane Holgate, London Metropolitan University—*Communities and Unions: Barriers and Bridges to Co-operative Working*

Miguel Martinez Lucio, University of Manchester—*Spheres of Union Engagement and the Understanding of Non-workplace Activity and Its Challenges*

Janice Fine, Rutgers University—*Community Unionism: Experiences from the U.S.*

Discussant: Lowell Turner, Cornell University

3.3 Public Sector Labor Law in States without Statewide Collective Bargaining Laws: The Case of Colorado: Rocky Mountain LERA Chapter (Denver) (Workshop)—Continental A

Chair: Joe Goldhammer, Buescher, Goldhammer, Kelman & Dodge, P.C.

Panelists: Gus Achey, Mountain States Employers Council—*Management Perspective*

Mark Schwane, Colorado Workers for Innovations and New Solutions (WINS)—*Labor Perspective*

Christel I. Jorgensen, CJ Mediation—*Neutral Perspective*

2:30 p.m. - 4:30 p.m.

3.4 Refereed Papers Session I—Blake

Chair: Gregory Saltzman, Albion College

Presenters: Kevin Kniffin, Cornell University—*Organizing to Organize: The Case of a Successful Long-haul Campaign for Collective Bargaining Rights*

Monica Bielski Boris, University of Illinois-Urbana-Champaign and Jeff Grabelsky, Cornell University—*Building Power Together: Union Support for Central Labor Bodies*

Clifford B. Donn, Mark D. Karper and Brenda J. Kirby, Le Moyne College—*Teacher Collective Bargaining and the Flexible Deployment of Teaching Resources: Evidence from Cities in New York State*

John Godard, University of Manitoba and Carola Frege, London School of Economics—*Union Decline, Alternative Forms of Representation, and Authority Relations at Work*

Mark Harcourt, University of Waikato—*Collaboration Between Unions in a Multi-union, Nonexclusive Bargaining Regime: What Can the U.S. Learn from New Zealand?*

Discussant: Robert Thornton, Lehigh University

4:45 p.m. - 5:45 p.m.

Distinguished Panel "The Jobs Agenda: A Panel Discussion Sponsored by the new Employment Policy Research Network (EPRN)"—Tabor Auditorium

Chair: Eileen Appelbaum, Center for Economic and Policy Research, LERA President

Panelists: Thomas A. Kochan, Massachusetts Institute of Technology

Lisa M. Lynch, Heller School, Brandeis University

TBA

6:00 p.m. - 7:30 p.m.

Joint Reception Honoring Fran Benson--Hosted by: IR/HR institutes, schools, and departments from Univ. of Illinois at Urbana-Champaign, Rutgers Univ., Cornell Univ., Univ. of Minnesota, Michigan State Univ., Penn State Univ. and MIT—Continental C



Saturday

Conference Activities • 1/8/2011

7:00 a.m. - 8:00 a.m.

AFL-CIO Annual Breakfast—Continental C

Chair: Gordan R. Pavy, AFL-CIO

Featured Speaker: George H. Cohen, Director, FMCS—*Healthcare Reform and Collective Bargaining*

8:00 a.m. - 10:00 a.m.

Chapters Representatives Meeting and Merit Awards—Tabor Auditorium

Chair: William Canak, Middle Tennessee State University

8:00 a.m. - 10:00 a.m.

Concurrent Sessions

4.1 Creating a New Balance in the Corporate World: Promoting Stable Employment and Long-Term Growth (Symposium)—Lawrence A

Chair: Heather Boushey, Center for American Progress

Presenters: William Lazonick, University of Massachusetts-Lowell—*Marketization, Globalization, Financialization: Explaining the Lack of High-quality employment Opportunities in the United States*

Christian E. Weller, University of Massachusetts-Boston—*Rewiring the Black Box of Corporate Decisions: How Can Public Policy Rebalance the Interests of Stakeholders to Strengthen Corporate Innovation and Long-Term Job Creation?*

Joel Cutcher-Gershenfeld, University of Illinois-Urbana-Champaign—*Knowledge-Driven Work: An Assessment of Resource Drivers and Constraints Associated with the Large-Scale Transformation of U.S. Labor and Employment Relations*

Edward Carberry, Erasmus University—*Employee Ownership in the Economy of Permanent Crisis: Untapped Potential or a Dead Letter?*

Discussant: Ron Blackwell, AFL-CIO

4.2 Psychological Health at Work: The Roles of Law, Policy, and Dispute Resolution (Workshop)—Continental A

Chair: Heather Grob, Saint Martin's University

Panelists: John F. Burton, Jr., Rutgers University—*Workers' Compensation Benefits for Workplace Stress*
Krista Hoffmeister, Colorado State University—*Beyond Prevention Through Design: Perspectives from Occupational Health Psychology*

Debra A. Healy, Healy Conflict Management Services (OR)—*Mediating Workplace Abuse: Does It Work?*

Tapas K. Ray, National Institute of Occupational Safety and Health (OH)—*Costs of Stress at Work: Who Bears Them?*

David C. Yamada, Suffolk University—*Workplace Bullying, Mobbing, and Harassment: Emerging Legal Responses*

4.3 Refereed Papers Session II—Curtis

Chair: Ann C. Frost, University of Western Ontario

Presenters: Michael LeRoy, University of Illinois-Urbana-Champaign—*The New War Labor Paradigm-Civilians Who Work Like Soldiers and Soldiers Who Work Like Civilians: How to Compensate for Death and Injuries?*

Felice B. Klein and Kevin F. Hallock, Cornell University—*CEO Pay: Testing Agency Theory and Tournament Theory in American Unions*

Fei Qin, London School of Economics—*Not a Lonely Journey: Social Embeddedness and the Return Migration of Highly Skilled Chinese Engineers from the U.S.*

Jeffrey Waddoups, University of Nevada, Las Vegas and David C. May, Keene State College—*Do Responsible Contractor Policies Increase Construction Costs?*

Adam Seth Litwin, Johns Hopkins University—*Human Resource Management and Investments in Information Technology*

Discussant: Mark Stuart, University of Leeds



Saturday

continued

9:00 a.m. - 11:00 a.m.

4.4 LERA Poster Session—Foyer

Chair: Robert C. Hoell, Georgia Southern University

Presenters: Mark Harcourt, University of Waikato and Helen Lam, Athabasca University—*Inter-union Conflict in a Multi-union, Non-exclusive Bargaining Regime: New Zealand Lessons for the U.S.*

Joo-Young Park, Michigan State University—*Does Culture Make Differences in Employees' Voice Behaviors? Cultural Analysis of Employees' Voice Behaviors*

Rory Donnelly, University of Birmingham—*Synergies and Conflicts of Interest in the Employment Relationship in Consultancy: An Analysis of the Implications for Attitudes and Behaviors in a Leading Consultancy Firm*

Mohammad Ali, Rutgers University—*A Debate Over Union Democracy: A New Approach*

Darla Flint Paulson and Nicole T. Foster, University of Texas-Arlington—*A Theoretical and Empirical Exploration of Cross-sectoral Differences in Employee Attitudes and Perceptions*

Patrick P. McHugh, The George Washington University; Scott A. LaGanga, Pharmaceutical Research and Manufacturers of America (PhRMA); and Matthew M. Bodah, University of Rhode Island—*Something Old, Something New--Industry Strategic Partnership: The Pharmaceutical Industry Labor-Management Association (PILMA)*

Timothy J. Keaveny and Peter Toumanoff, Marquette University—*Big Five Personality Traits, Human Capital, Work Activities, Gender Composition of Occupations and Earnings*

Ji-Young Ahn, Ewha Womans University—*CEO Pay For Long-run Performance: A Dynamic View*

Shisong Qing, Renmin University of China and Mingwei Liu, Rutgers University—*Do Chinese Trade Unions Matter? Evidence from the China General Social Survey of 2008*

Yong-Seung Park, Kyung Hee University—*From Industrial Relations to Stakeholder Relations: The Future of Employment Relations as a Field of Study*

Wendy R. Carroll, University of Prince Edward Island and Terry H. Wagar, Saint Mary's University—*Employee Perceptions of Dismissal for Cause: Some Initial Findings*

Grant E. Buckner and Hugh D. Hindman, Appalachian State University—*Managing Workplace Sexual Harassment: The Role of Manager Training*

Gillian MacNaughton, University of Oxford and Diane F. Frey, London School of Economics—*Decent Work for All: A Human Rights-based Approach*

Jing Wang, Saint Mary's University and Aiqing Zheng, Renmin University of China—*The Effectiveness of a Pro-employee Labour Law in China: An Examination of Employee Mediation and Arbitration in China*

Gregor Gall, University of Hertfordshire—*Can Labour Unions Act Strategically?*

Avner Ben-Ner, University of Minnesota; Fanmin Kong, Peking University; and Stéphanie Lluís, University of Waterloo—*Uncertainty, Task Environment, and Organization Design: An Empirical Investigation*

Melanie Khamis, Institute for the Study of Labor (IZA)—*A Note on Informality in the Labor Market*

Colleen F. Manchester, University of Minnesota—*Perk or Investment in Productivity? The Provision of Tuition Reimbursement by Private Sector Firms*

Andrea Kim, Kyongji Han, Douglas Kruse and Joseph Blasi, Rutgers University—*An ESOP Effectiveness Framework: Job Value, ESOP Satisfaction, Role Fulfillment, and Employee Participation*

Christina Niforou, University of Warwick—*International Framework Agreements and the Democratic Deficit of Global Labour Governance*

Jeffrey H. Keefe, Rutgers University—*Is Human Resource Management the Manager of the New Class Employment System?*

Mitchell Langbert and Marc Fox, Brooklyn College-CUNY—*The Compensation of Private University Presidents*
Jiong Tu, Human Resources and Skills Development Canada—*Impact of Replacement Worker Legislation on Strike Incidence, Strike Duration and Wage Settlement*

Helena Worthen, University of Illinois-Urbana-Champaign—*Labor Education at a Time of Crisis in Work and Theory: Theorizing Stewards' Knowledge*

E. Patrick McDermott, Salisbury University; Jinyue (Jenny) Sun, Dongbei University of Finance and Economics; and Ruth Obar, Salisbury University—*A Comparison of Participant Evaluation of the Procedural and Distributive Elements of Chinese Labor Arbitration Committee Mediation Versus Equal Employment Opportunity Commission Mediation*

Saturday

continued

10:15 a.m. - 12:15 p.m.

Concurrent Sessions

5.1 Emerging Models of Employment Relationships in China: Challenges and Opportunities (Symposium)—Curtis

Chair: Xianguo Yao, Zhejiang University

Presenters: Sarah Swider, Wayne State University—*Employment Arrangements among Migrant Workers in the Informal Sector*

Kan Wang, China Institute of Industrial Relations—*Growth and Maneuver of Independent Labor Actors for Representing Migrant Workers in China under Global Financial Crisis*

Xiangmin (Helen) Liu, Pennsylvania State University—*On the Line, Off the Payroll: An Exploratory Analysis of Temporary Agency Work in the Service Industry*

Fanmin Kong, Yujie Cai and Li Zhang, Peking University—*An Empirical Investigation on the Notorious Safety Performance in China's Coalmining Firms*

Discussants: Mingwei Liu, Rutgers University

Katie Quan, University of California-Berkeley

5.2 New Developments in Work-Family Policy (Workshop)—Continental A

Chair: Arne Kalleberg, University of North Carolina

Panelists: Ruth Milkman, City University of New York—*Paid Family Leave in California: Effects on Employers and Workers*

Ellen Bravo, Family Values @ Work Consortium—*Winning Paid Sick Days*

Jodie Levin-Epstein, CLASP—*Work-Flexibility: The Right to Request*

Peter Berg and Ellen Ernst Kossek, Michigan State University—*Explaining Work-life Flexibility Provisions in Enterprise Agreements: The Interaction of Public Policy and Collective Bargaining in Australia and the United States*

5.3 New Frontiers in Employment Dispute Resolution: The Inner Workings of Workplace Voice (Symposium)—Lawrence A

Chair: Eileen B. Hoffman, Federal Mediation and Conciliation Service

Presenters: David Lewin, University of California-Los Angeles—*Resolving Employment Disputes Through the Courts: Recent Evidence from Managerial Misclassification and Independent Contractor vs. Employee Status Litigation*

David B. Lipsky and Ronald L. Seeber, Cornell University and J. Ryan Lamare, University of Limerick—*The Influence of Initial Claim Amounts on Employment Arbitration Outcomes: Evidence from FINRA*

Alexander J.S. Colvin and Kelly I. Pike, Cornell University—*Demands and Rewards: An Empirical Examination of AAA Employment Arbitration*

Ariel C. Avgar, Monica Bielski Boris and Robert Bruno, University of Illinois-Urbana-Champaign—*Inside the Union Voice Face: A Longitudinal Analysis of Employee Grievance Filing by Members of a Large Local Union*

Discussants: Hoyt N. Wheeler, University of South Carolina

12:30 p.m. - 2:15 p.m.

Presidential Luncheon, "Digging out from the Great Recession: Prospects for Jobs and Economic Growth"—Continental C

Chair: Gordon R. Pavy, AFL-CIO

Featured Speaker: Eileen Appelbaum, Center for Economic and Policy Research, LERA President

2:30 p.m. - 4:30 p.m.

Concurrent Sessions

6.1 Unemployment Insurance Benefits and Financing During the Great Recession (Symposium)—Curtis

Chair: Jeffrey Wenger, University of Georgia

Presenters: Charles Jeszeck and Mark Glickman, U.S. Government Accountability Office—*UI Trust Fund Solvency: Analysis from 1979-2010*

Christopher O'Leary, W.E. Upjohn Institute—*Benefit Payment Costs of Unemployment Insurance Modernization*
Daniel Smith, New York University and Jeffrey Wenger, University of Georgia—*If You Build It: UI Trust Funds and Benefit Generosity*

Wayne Vroman, Urban Institute—*Unemployment Insurance Financing in the Great Recession*

Discussant: Michael Rose, Colorado Department of Labor and Employment

Saturday

continued

2:30 p.m. - 4:30 p.m.

Concurrent Sessions - continued

6.2 Behind the Scenes: Current Research on Unions as Organizations (Symposium)—Lawrence A

Chair: Robert Bruno, University of Illinois-Urbana-Champaign

Presenters: Paul F. Clark, Pennsylvania State University; Lois Spier Gray, Cornell University; and Paul V. Whitehead, Pennsylvania State University—*Adapting Internal Administrative Policies and Practices of American Unions to External Challenges: A Longitudinal Study*

Ken A. Margolies, Cornell University—*Unions as Employers: The Challenge of Managing Union Staff with Labor's Values*

Gregor Gall, University of Hertfordshire and Jack Fiorito, Florida State University—*What We Think We Know, What We Don't Know and What We Think We Need to Know: Survey Research on Unions in Britain and the U.S.*

Discussants: David Weil, Boston University

Paul Booth, AFSCME

6.3 The Changing Conditions of Faculty Work: Legal Issues and Institutional Responses: LERA Higher Education Industry Council (Workshop)—Continental A

Chair: Adrienne E. Eaton, Rutgers University

Presenters: Mary Ellen Benedict and Louis Benedict, Bowling Green State University—*Yeshiva in Light of the Changing Nature of Higher Education Administration and Governance*

Sally Klingel, Cornell University—*Conflict Resolution Systems Design in Higher Education*

Phil Kugler, American Federation of Teachers—*Organizing Faculty at Major Public Universities: A Joint Project of the AFT and AAUP*

Gary Rhoades, American Association of University Professors—*Organizing, Supporting, and Mobilizing a Speeded Up Academic Workforce*

6.4 AILR/LERA Best Papers Series—Blake

Co-Chairs: David Lewin, University of California-Los Angeles; Bruce E. Kaufman, Georgia State University; and Paul J. Gollan, Mcquarie University

Presenters: Debra Casey, Pennsylvania State University-Abington—*Time for a New Nomenclature?: Understanding the Different Research Streams on Employee Voice*

Jiong Tu, Human Resources and Skills Development Canada—*Impact of Replacement Worker Legislation on Strike Incidence, Strike Duration and Wage Settlement*

Yiu Por Chen, DePaul University—*Financial Crisis, Labor Contract Law, and Wage Changes: Evident from an Apparel Industry Worker Survey in Four Chinese Cities*

Charles J. Whalen, Congressional Budget Office—*Union Engagement in Western New York Economic Development: An Institutional Analysis*

Geraint Harvey, University of Wales-Swansea and Peter Turnbull, Cardiff University—*Power in the Skies: Pilot Commitment and Trade Union Power in the Civil Aviation Industry*

2:30 p.m. - 4:30 p.m.

IIRA Studies Group Meeting—Cook

Chair: Daniel J.B. Mitchell, University of California-Los Angeles

4:45 p.m. - 5:45 p.m.

LERA Distinguished Panel "Manufacturing the Future"—Tabor Auditorium

Chair: Eileen Appelbaum, Center for Economic and Policy Research, LERA President

Panelists: Susan N. Houseman, W.E. Upjohn Institute for Employment Research—*Has Manufacturing Output Kept Pace with GDP Growth?*

Susan Helper, Case Western Reserve University—*Can We Build a High Road for the Auto Industry?*

Josh Whitford, Columbia University—*Network Failures and the Case for Industrial Policy*

6:00 p.m. - 7:00 p.m.

LERA General Membership Meeting and Awards Ceremony—Tabor Auditorium

Chair: Eileen Appelbaum, Center for Economic and Policy Research, LERA President



Sunday

Conference Activities • 1/9/2011

8:00 a.m. - 10:00 a.m.

64th Annual Meeting Program Committee Meeting—Cook
Chair: Gordon R. Pavy, AFL-CIO

8:00 a.m. - 10:00 a.m.

Concurrent Sessions

7.1 Gender, Identity and Leadership in American and British Trade unions (Workshop)—Curtis

Chair: Janice Fine, Rutgers University

Panelists: Mary Gatta, Rutgers University—*Discussion of the U.S.-U.K. Exchange*

Heather McKay, Rutgers University—*Setting the Context: The U.S. and U.K. Union Movement and Women*

Karen White, URA-AFT—*Experiences and Observations of an Exchange Participant/Leader*

7.2 Investment in Infrastructure: What Are the Possibilities? What Are the Realities? (Workshop)—Lawrence A

Chair: Jeannette Wicks-Lim, University of Massachusetts-Amherst

Panelists: James Heintz, University of Massachusetts-Amherst—*The Impact of Public Capital on the U.S. Private Economy: New Evidence and Analysis*

Heidi Garrett-Peltier, University of Massachusetts-Amherst—*The U.S. Employment Effects of Military and Domestic Spending Priorities*

Dale Belman, Michigan State University—*The Impact of ARRA on Construction Investment and Employment*

Phillip Thompson, Massachusetts Institute of Technology—*A Progress Report on the Emerald Cities Project to Retrofit the Building Stock of U.S. Cities*

Howard Wial, The Brookings Institution—*Can Renewable Energy Manufacturing Replace Lost Auto Jobs in the Great Lakes Region?*

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Sunday

continued

7.3 Revitalizing the NLRB to Promote Workplace Democracy and Productive Labor Relations (Workshop)—Continental A

Chair: Erin E. Johansson, American Rights at Work

Panelists: Wilma B. Liebman, National Labor Relations Board—*With a new Board, an effort to make the law more responsive to current workplace realities—Reforming the Agency to Promote Collective Bargaining and Productive Labor Relations*

Nancy Schiffer, AFL-CIO—*Litigation Strategies to Improve the Agency (Labor Perspective)*

Anthony T. Oliver, Jr., Esq., Parker, Milliken, Clark, O'Hara & Samuelian—*Litigation Strategies to Improve the Agency (Employer Perspective)*

Discussant: Ellen Dannin, Pennsylvania State University

10:15 a.m. - 12:15 p.m.

Concurrent Sessions

8.1 LERA Research Volume "Employee Ownership and Shared Capitalism: New Directions and Debates for the 21st Century"—Continental A

Chair: Edward Carberry, Erasmus University

Presenters: Jacquelyn Yates, Kent State University—*Continuity and Change over 25 Years: Examining the Mysterious Life Cycle of Employee Owned Companies*

Marco Caramelli, INSEEC Paris Business School—*Employee Ownership and Corporate Performance: Unlocking the Black Box*

Fidan Ana Kurtulus, University of Massachusetts-Amherst—*An Empirical Analysis of Risk Preferences, Compensation Risk and Employee Outcomes*

Francesco Bova, University of Toronto—*Shared Capitalism, Corporate Disclosure, and Management's Incentive to Signal a Positive Outlook*

Serdar Aldatmaz, University of North Carolina—*The Determinants and Consequences of Shared Capitalism: The View from Economics and Finance*

Discussant: Erik Olsen, University of Missouri-Kansas City

8.2 Prospects for Change in America's Largest Low-wage Industry: Retail Companies and Unions (Symposium)—Curtis

Chair: Gregor Murray, University of Montreal

Presenters: Mathias Bolton, Retail, Wholesale, and Department Store Union—*Retail Labor Markets: Union Challenges and Prospects*

Françoise Carré, University of Massachusetts-Boston and Chris Tilly, University of California-Los Angeles—*Which Retail Jobs Are Good, and Why?*

Rachel Schwartz, Cornell University—*Paper or Plastic?: Findings from Seven Months of Participant Observation in a Supermarket*

Discussants: Jennifer Lynn Bair, University of Colorado

Emily Stewart, United Food and Commerical Workers

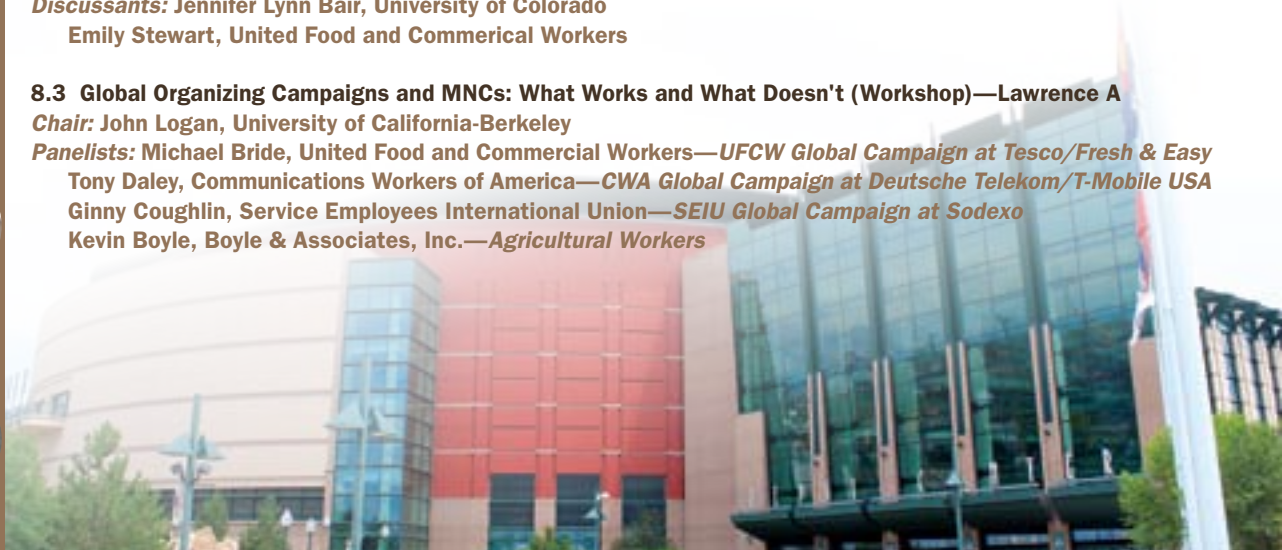
8.3 Global Organizing Campaigns and MNCs: What Works and What Doesn't (Workshop)—Lawrence A

Chair: John Logan, University of California-Berkeley

Panelists: Michael Bride, United Food and Commercial Workers—*UFCW Global Campaign at Tesco/Fresh & Easy*
Tony Daley, Communications Workers of America—*CWA Global Campaign at Deutsche Telekom/T-Mobile USA*

Ginny Coughlin, Service Employees International Union—*SEIU Global Campaign at Sodexo*

Kevin Boyle, Boyle & Associates, Inc.—*Agricultural Workers*



ASSA 2011 MEETING INFORMATION

DENVER, CO.—JANUARY 7-9, 2011

The ASSA headquarters hotel is the Sheraton Denver Downtown.

GO ONLINE TO MAKE ALL YOUR PLANS: www.vanderbilt.edu/AEA

• REGISTER FOR THE ASSA MEETING	• MAKE HOTEL RESERVATIONS
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• CHILDREN'S PROGRAM	• GENERAL INFORMATION: Includes air and ground transportation, car rental, etc.

Registration booklets will not be mailed or faxed unless requested. Contact ASSA by email at assa@vanderbilt.edu, phone: 615/322-3509, or fax 615/343-7590.

LERA PACKET PICK-UP AUTHORIZATION FORM

(This is **NOT** the registration form. You must register separately.)

Let us stand in line for you and have your registration packet ready at the Westin Hotel January 6-9, 2011.

Through special arrangements made with ASSA, you can authorize the LERA office staff to pick up your ASSA registration packet, badge, and program for you and hold it at the LERA Information Desk at the Westin Hotel, Denver. Avoid ASSA registration lines at another hotel by completing this form online (LERA website) or filling out the form below and sending it along with your registration form to the ASSA. **LERA staff is authorized only to pick up packets for those who complete the form.** If you do not fill out this form, you will need to pick up your packet at the ASSA Registration Desk at the Sheraton Denver.

Instructions: To authorize LERA to pick up your badge and packet and hold for you at the LERA hotel (Westin), complete this form online by December 10, 2010 at <http://www.lera.illinois.edu/forms/packetpickup2011.html> or complete and mail or fax to the ASSA with your registration form by Dec 1, 2010.

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YES, I wish to pick up my Registration Packet at the Westin, Denver, where LERA Meetings will take place. I authorize LERA office staff to pick up my badge and packet from ASSA and hold it for me at the LERA Information Desk at the Westin Tabor Center.

No, I prefer to pick up my packet at the ASSA Registration Desk at the Sheraton, Denver.

**Complete this form online at: <http://www.lera.illinois.edu/forms/packetpickup2011.html> by Dec 10 or complete and submit this authorization form to ASSA with your registration by Dec 1, 2010
Mail to: ASSA Registration Office, 2014 Broadway – Suite 305, Nashville, TN 37203 or Fax: 615/343-2986**

NOTE: There is no extra fee for the LERA Packet Pick-Up Service.

LERA 63rd Annual Meeting, Denver, CO—Sessions at a Glance by Tracks

Tracks→	International/ Comparative IR	Labor Economics/ Labor Markets	Industry Studies/ Work & Occupations	Unions and Employee Voice	Law, Regulation, and Dispute Resolution	Labor-Mgmt Relations	Academic Papers or Meetings
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SUNDAY, January 7, 2011

8:00 a.m.–10:00 a.m. Session Block 1	1.1 Recovery from Crisis: Compare Policies -Tiraboschi	1.2 Misclassf. & Unreported Workers in US Constr-Canak			1.3 Law and Economics of Labor & ER -Kleiner		<i>Past President's and Donors Breakfast</i>
10:15 a.m.–2:15 p.m. Session Block 2	2.1 ILO Core Conventions Prospects for US Ratific-Bellace		2.2 Gender and Professional Work -Bidwell			2.3 Documentg Critical Incidents: A Wkshop-Heyser	<i>UCIRHRP Deans and Dirs Mtg 10:15 am -1pm</i>
12:30 p.m.–2:15 p.m. LERA Section meetings over lunch slot							
2:30 p.m.–4:30 p.m. Session Block 3		3.1 –Incorporating Finance into ER: Implications -Whalen		3.2 Community Unionism Comparisons -Taipa		3.3 CO Chapter: Collective Barg Update in Colo. -Goldhammer	3.4 LERA Ref Papers I

4:45–5:45 p.m.—Afternoon Distinguished Panel "The Jobs Agenda: The New EPRN Network"

6:00–7:30 p.m.—LERA and Joint Universities Welcome Reception honoring Fran Benson, Cornell Univ Press

SATURDAY, January 8, 2011

8:00 a.m.–10:00 a.m. Session Block 4		4.1 Creating New Balance in Corporate World: Promote Stable Empl & Growth -Weller			4.2 Psycholgal Health at Work: Roles of Law, Policy and Disp Resolution -Yamada		AFL-CIO Breakfast 7-8 NCAC Rep Mtg 8-10am 4.3 LERA Ref'd Papers II 4.4 LERA Poster Session – 9 am-11am in Foyer
10:15 a.m.–12:15 p.m. Session Block 5	5.1 Emerging Models of Employment Relations in China-Liu		5.2 New Developments in Work-Family Policy -Berg		5.3 New Frontiers in Enply Dispute Resolution -Colvin		

12:30 p.m.–2:15 p.m.—Presidential Lunch: Gordon R. Pavy, Chair, Eileen Appelbaum, Featured Speaker

2:30 p.m. – 4:30 p.m. Session Block 6		6.1 Unemployment Insur. Benefits & Finance During Great Recession -Wenger		6.2 Behind the Scenes: Current Research on Unions as Orgs -Clark		6.3 The Changing Conditions of Faculty Work -Eaton	6.4 AILR/LERA Best Papers Lewin-Kaufman <i>SABE Poster</i>
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4:45 p.m.–5:45 p.m.—Afternoon Distinguished Panel "Manufacturing the Future"

6:00 p.m.–7:00 p.m.—LERA General Membership Meeting and Awards Ceremony, Eileen Appelbaum, Chair

SUNDAY, January 9, 2011

8:00 a.m. –10:00 a.m. Session Block 7	7.1 Gender Identity & Leadership in US & British Trade Unions -Gatta		7.2 Investment in Infrastructure: Possibilities? Realities? -Wicks-Lim			7.3 Revitalizing the NLRB to Promote Workplace Democracy -Johansson	<i>LERA Program Committee Mtg, 64th Annual Mtg (Chicago 2012))</i>
10:15a.m. –12:15p.m. Session Block 8		8.1 Research Vol. Preview-Employee Ownership and Shared Capitalism -Carberry	8.2 Prospects for Change in Amer. Largest low-wage Industry: Retail -Carre	8.3 Global Organizing Campaigns and MNCs: What Works -Logan			

MEETING ADJOURNED AT 12:15 p.m.

1. REGISTER FIRST—Pre-registration Begins September 15, 2010.

Complete the ASSA registration form online or print a paper form from the ASSA webpage and send it to ASSA **before December 1, 2010**. Registration is only \$75 for the full conference. Students and spouses may register for only \$35. After December 1, you may still register online but fees increase to \$125/\$55 for students and spouses. You must register to access the discounted room reservation service.

2. RESERVE YOUR HOTEL ROOM at the Westin—Where the LERA action is!

Pre-register early and lock in a hotel room at the Westin Tabor Center, where all LERA meetings will be. Only a limited number of rooms are available at each hotel and space is available on a first come-first served basis each year. **How it works:** After you pre-register for the conference, ASSA will provide you an identification number that is required to gain access to hotel reservations. If you register online, you will get an email confirmation containing your registration ID number within minutes; if you register by fax, your confirmation and ID number will be sent to you by email within three days; if you register by mail, the confirmation and ID number will be emailed to you within 2 weeks. If you do not receive a confirmation within these timeframes, contact the ASSA staff at assa@vanderbilt.edu. If you do not have access to email, call 615-322-3509.

3. SEND THE PACKET PICKUP FORM TO ASSA WITH YOUR REGISTRATION—let us stand in line for you!

Avoid long registration lines! If you pre-register, you can authorize us to stand in the registration line for you, pick up your ASSA badge and registration packet, and have it ready for you at the Westin, Denver when you arrive for the meeting. But you must complete the Packet Pickup Form either online at the LERA website or fax the completed form on page 14 to ASSA **before December 10, 2010** to take advantage of this special service to LERA attendees. Two minutes now will save you the hassle of standing in long lines in Denver. www.lera.illinois.edu/meetings/annual/2011/index.htm

4. GIVE CREDIT WHERE CREDIT IS DUE

Be sure to mark LERA as your primary membership on your registration form so that LERA is credited a portion of your registration fees.

QUICK LINKS:

ASSA (from September 15) for registration, hotel rooms, other information: www.vanderbilt.edu/AEA
LER for complete program information and all links: www.LERA.illinois.edu/meetings/



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