

International Colloquium on Union Renewal

18th to 20th November 2004

Montréal, Canada

Final Program

Thursday, November 18th 2004 **OPENING SESSION**

15:00 - 17:00 - Pre-colloquium Workshop on research methods and challenges

First Question

Has the fact that you do research on or with union organizations lead you to rethink your epistemological and methodological approaches? Please illustrate your thoughts with an example from your own research.

Initial Contributions:

Stéphane **LeQUEUX** (CRIMT, France)

Wayne **LEWCHUK** (McMaster University, Canada)

Karen **MESSING** (Université du Québec à Montréal, Canada)

Second Question :

What should be, according to you, the research priorities and methodological approaches in order to develop a research agenda on union renewal?

Initial Contributions:

Adelheid **HEGE** (IRES, France)

Paul **JARLEY** (University of Kentucky, USA)

David **PEETZ** (Griffith University, Australia)

Jeremy **WADDINGTON** (University of Manchester/ETUI, UK/Belgium)

19:00 - 21:00 - Opening plenary session (*Simultaneous translation*)

Chair: Christian **LÉVESQUE** (HEC Montréal, Canada)

Presentation of Conference Themes : Larry **HAIVEN** (Saint-Mary's University, Canada)

Plenary Theme: *The Political Economy of Unions in a Global Era*

Henri **MASSÉ** (President, FTQ, Canada)

Elaine **BERNARD** (Harvard University, USA)

Graciela **BENSUSAN** (UAM-X, Mexico)

Gregor **MURRAY** (Université de Montréal, Canada)

Friday, November 19th 2004 **FORUM ON UNION RENEWAL**

Note: The one-day Forum on Union Renewal will be structured around opening and closing plenary sessions and a series of five streams of workshops. Each of the five themes will have a morning workshop on one sub-theme and an afternoon workshop on another sub-theme. Lunch will be provided at mid-day and there will be a cocktail/social gathering at the end of the day.

9:00 - 10:00 - Opening plenary session (*Simultaneous translation*)

Chair: Larry **HAIVEN** (Saint-Mary's University, Canada)

Plenary Theme: *Union Renewal in Practice*

Kate **BRONFENBRENNER** (Cornell University, USA)

Christian **LÉVESQUE** (HEC Montréal, Canada)

Charlotte **YATES** (McMaster University, Canada)

10:30 - 12:20 and **13:40 - 15:30** – Morning and Afternoon Workshops

Theme I: *The Challenge of Economic Restructuring: Public and Private*
(*Simultaneous Translation*)

I-A : *Re-inventing Coordinated/Pattern Bargaining*

Chair: Cliff **ANDSTEIN** (CLC, Canada)

George **HEYMAN** (President, BCGEU, Canada)

Jean **LORTIE** (Fédération du Commerce, CSN, Canada)

Judy **FUDGE** (York University, Canada)

I-B: *Union Responses to contracting-out and public-private partnerships (PPP)*

Chair: James **CLANCY** (President, NUPGE, Canada)

Patrice **JALETTE** (Université de Montréal, Canada)

Jane **STINSON** (CUPE, Canada)

Peter **FAIRBROTHER** (Cardiff University, UK)

Nicole **DESÈVE** (CSQ, Canada)

Theme II: *Unions and Political Action*

(*linguistic facilitation for both French and English, but no simultaneous interpretation*)

II-A : *Building Union Imagination: Agendas, Ideologies and Values*

Chair: Steve **JEFFERYS** (London Metropolitan University, UK)

Charles **HECKSCHER** (Rutgers University, USA)

Michel **BLONDIN** (FTQ, Canada)

Elaine **BERNARD** (Harvard University, USA)

Marc **ZWELLING** (Vector Research, Canada)

II-B : *Unions and Political Parties*

Chair: Émile **VALLEE** (FTQ, Canada)

Larry **HAIVEN** (Saint-Mary's University, Canada)
 Philippe **POCHET** (Observatoire Social Européen, Belgium)
 David **ROBERTSON** (CAW, Canada)
 Hassan **YUSSUF** (CLC, Canada)

Theme III: *Organizing into the Union and Organizing the Union*
(Mainly English with linguistic facilitation for other languages)

III-A : *Building an Organizing Culture*

Chair: Charlotte **YATES** (McMaster University, Canada)

Kate **BRONFENBRENNER** (Cornell University, États-Unis)
 Brad **JAMES** (UNITE HERE, Canada)
 David **PEETZ** (Griffith University, Australia)
 Chris **SCHENK** (Ontario Federation of Labour, Canada)

III-B : *New Workers, New Expectations, New Methods?*

Chair: Claude **RIOUX** (CSN, Canada)

Leah **VOSKO** (York University, Canada)
 Guylaine **VALLÉE** (Université de Montréal, Canada)
 Lise **LAREAU** (President, Canadian Media Guild/Communications Workers of America, Canada)
 Isabelle **RENAUD** (Syndicat des étudiant(e)s-employé(e)s de l'UQAM, Canada)

Theme IV: *Transforming the Internal Life of the Union*
(Mainly French but with linguistic facilitation)

IV-A : *Revitalizing Union Life and Democracy*

Chair: Johanne **FORTIER** (FSE-CSQ, Canada)

Guy **BILODEAU** (CSN, Canada)
 Adelheid **HEGE** (Institut de recherches économiques et sociales, France)
 Renaud **PAQUET** (Université du Québec en Outaouais, Canada)
 Catherine **LeCAPITAINE** (Université Laval, Canada)

IV-B : *Building Organizational Capacity through Union Education*

Chair: Christian **PAYEUR** (CSQ, Canada)

André **GENDRON** (TCA, Canada)
 France **LAURENDEAU** (FTQ, Canada)
 Denis **LEMELIN** (CUPW-STTP, Canada)
 D'Arcy **MARTIN** (Centre for the Study of Education and Work, OISE/ University of Toronto, Canada)
 Bernardo **RANGEL** (SITIM-CTM, Mexico)

Theme V: *Building Alliances and Coalitions*
(Simultaneous translation)

V-A : *Building Solidarity with Local Communities*

Chair: Pradeep **KUMAR** (Queen's University, Canada)

Marie-Danièle **LAPOINTE** (Syndicat des Métallos, Canada)
 Stéphane **LEQUEUX** (CRIMT, France)
 Jean **ROBITAILLE** (Chantier de l'économie sociale, Canada)
 Ian **ROBINSON** (University of Michigan, USA)

V-B : *Building International Solidarity*

Chair: Christopher **HUXLEY** (Trent and Wayne State Universities, Canada/ USA)

Jeremy **WADDINGTON** (UMIST, UK)
 Jean **LAPOINTE** (Syndicat des Métallos, Canada)
 Christian **DUFOUR** (Institut de recherches économiques et sociales, France)
 Alberto Jose **ROBLES** (Instituto del Mundo del Trabajo, Argentine)

16:00 - 17:45 - Plenary session (*Simultaneous translation*)

Chair: Gregor **MURRAY** (Université de Montréal, Canada)

Reports from Workshops and Roundtable Discussion

Claudette **CARBONNEAU** (Présidente, CSN, Canada)
 Napoléon **GOMEZ URRUTIA** (Secretario General, Sindicato Nacional de Trabajadores Mineros, Mexico)
 Hassan **YUSSUF** (Secretary-Treasurer, CLC, Canada)

18:00 - 19:30 – Cocktail, Book Launches and World Premiere of David Peetz's "The Sound of Unions"

Saturday, November 20th 2004 **STUDY DAY ON UNION RESEARCH**

8:45 - 10:45

Workshops I

Workshop I-A

Union Renewal I: Rationale, Concepts et Experience

Président: Hassan **YUSSUF** (CLC-CTC, Canada)

- Pradeep **KUMAR** (Queen's University, Canada) & Chris **SCHENK** (OFL, Canada)
Institutional and Conceptual Perspectives on Union Renewal
- Andrew **JACKSON** (CLC-CTC, Canada)
Canadian Unions' Performance
- Gregor **MURRAY** (Université de Montréal, Canada) & Pradeep **KUMAR** (Queen's University, Canada)
Changing Profile of Unions: Survey Evidence

Workshop I-B (Simultaneous Translation)

New Tools for the Social Regulation of Firms

Président: Claude **RIOUX** (CSN, Canada)

- Gilles L. **BOURQUE** & Daniel **SIMARD** (Fondaction-CSN, Canada)
Faire du capital un outil au service du travail : un point de vue syndical de la finance responsable
- Rob **HILLIARD** & Arlene **WORTSMAN** (Manitoba Centre for Labour Capital, Canada)
Building New Agendas: Controlling Labour's Capital
- Éric **LOISELET** (Institut d'Etudes Politiques de Paris, France) & Bernard **SAINCY** (CGT, France)
Le Comité Intersyndical de l'Épargne Salariale en France : une première tentative structurée de contrôle syndical de l'usage de l'argent des salariés, résultats et limites.
- Corinne **GENDRON**, Marie-France **TURCOTTE**, Emmanuelle **CHAMPION** & Gisèle **BELEM** (Université du Québec à Montréal, Canada)
Renouveau du mouvement syndical: positionnement sur le débat de la responsabilité sociale de l'entreprise et nouvelles alliances avec la société civile

Workshop I-C

Work Relations and New Managerial Strategies

Chair : Jacques **BÉLANGER** (Université Laval, Canada)

- Wayne **LEWCHUK** & Don **WELLS** (McMaster University, Canada)
Haven in a Heartless World: Labour-Management Cohesion in a Non-Unionized Auto Parts Company
- John **GODARD** (University of Manitoba, Canada)
Are 'Innovative' Work and HR Practices Good for Unions and, if so, Where, When, and How? Preliminary Findings from the WICWIE Surveys
- Corliss **OLSON** (University of Wisconsin, USA)
Joint Training Increases Union Knowledge And Power
- Jorge **CARRILLO** (El Colegio de la Frontera Norte, México)
Television Industry in Mexico. Productive Chains, Labor Markets and Unions

Workshop I-D

Capacity-Building for Union Renewal

Chair : Ann **FROST** (University of Western Ontario, Canada)

- Larry **HAIVEN** (Saint-Mary's University, Canada)
Union Renewal Through Alternative Forms Of Worker Organization – A Schema And Six Examples
- Jack **FIORITO** (Florida State University, USA)
Renewal in the United Faculty of Florida: Class War in Paradise?
- Ann-Marie J. **LORDE** (National Union of Public Workers, Barbados)
Capacity Building - Distinguishing the Challenges, Augmenting Caribbean Public Sector Unions
- David **CAMFIELD** (University of Manitoba, Canada)
Union Renewal in the Canadian Public Sector: Challenges, Prospects and Choices

Workshop I-E (Simultaneous Translation)

Rethinking Union Democracy

Chair : Charlotte **YATES** (McMaster University, Canada)

- Peter **FAIRBROTHER** (Cardiff University, UK)
Leaving the Future Behind: Questions for 21st Century Unionism
- John **HOGAN** (University of Hertfordshire, UK) & Andreja **ZIVKOVIC** (University of Cambridge, UK)
Fire Fighting in Cyber Space: An Exploration of Distributed Discourse and Labour Movement Strategy
- Brian **PEAT** (Manchester Metropolitan University, UK)

Union Renewal: Lessons from the UK Gas Industry

- Jeremy **WADDINGTON** (University of Manchester, UK)

Leaving Trade Unions

11 : 15 - 13 : 00

Workshops II

Workshop II-A

Union Renewal II: Campaigns and Union Leadership Development Programs

Chair : Chris **SCHENK** (OFL, Canada)

- Julie **GUARD** (University of Manitoba, Canada), D'Arcy **MARTIN**, (Ontario Institute for Studies in Education, Canada), Jorge **GARCIA-ORGALES** (USWA, Canada) & Mercedes **STEEDMAN** (Laurentian University, Canada)

Canada's Steel Union Responds to the New Economy: USWA Organizes Call Centres

- Natalie **MEHRA** (Ontario Health Coalition, Canada)

Union Renewal and Labour/ Community Organizing for Public Health Care

- Cynthia **CRANFORD** (University of Toronto, Canada), Mary **GELLATLY** (Employment Standards Work Group, Canada), Deena **LADD** (Workers' Action Centre, Canada), Leah **VOSKO** (York University, Canada)

Worker Centres and Community Unionism: Organising for Fair Employment in Ontario

- Johanna **WESTSTAR** (Ontario Institute of Secondary Education and University of Toronto, Canada)

Union Education and Union Renewal: Lessons from CAW PEL program

Workshop II-B (Simultaneous Translation)

Constructing Union Power in the Workplace

Chair : Corliss **OLSON** (University of Wisconsin, USA)

- Nancy **BROWN JOHNSON** & Paul **JARLEY** (University of Kentucky, USA)

Unions as Social Capital: The Impact of Trade Union Youth Programs on Young Workers' Political Engagement and Participation

- Christian **DUFOUR** & Adelheid **HEGE** (IRES, France)

L'ambiguïté de l'institutionnalisation : les délégués syndicaux en France

- Christian **LÉVESQUE** (HEC Montréal, Canada), Gregor **MURRAY** (Université de Montréal, Canada) & Catherine **LeCAPITAINE** (Université Laval, Canada)

Building Union Power in Hard Times: Tools for Union Delegates

- David **PEETZ** (Griffith University, Australia)

Union Delegates, Efficacy and Union Power at the Workplace: New Australian Evidence

Workshop II-C

Creating Space for New Voices

Chair : Michael **McDERMOTT** (Queen's University, Canada)

- Adelle **BLACKETT** (McGill University, Canada)

La négociation collective au service de l'égalité au travail: quelques défis contemporains

- Maximiliano **NAGL GARCEZ** (Harvard Law School/Brazilian Workers' Party, USA/Brasil)

Human Rights in the Workplace and Labor Citizenship: New Paradigms for Labor and Employment Law in

Brazil

- Judy **HAIVEN** (Saint-Mary's University, Canada) & Gerald **HUNT** (Ryerson University, Canada)
Building Democracy: Unions' Embrace of Diversity

Workshop II-D

Innovations for Occupying New Spaces

Chair : Gilles **TRUDEAU** (Université de Montréal, Canada)

- John **HOGAN** (University of Hertfordshire, UK) & Andreja **ZIVKOVIC** (University of Cambridge, UK)
The Implications of Information Communication Technology for the Time-Space Dynamics of Collective Mobilisation: The Case of Post-Communist Balkan Labour
- Verena **SCHMIDT** (ILO/ACTRAV, Genève)
The Global Union Research Network as a Potential Incremental Innovation?
- Ian **ROBINSON** (University of Michigan, USA)
Consumers with a Conscience: Is there a Mass Market Alternative to Sweatshops?
- Richard **McINTYRE** (University of Rhode Island, USA)
The New Factory Inspectors: Think Locally, Act Globally?

Workshop II-E (Simultaneous Translation)

New Sites for Bargaining Across Borders

Chair : Renée-Claude **DROUIN** (Université Laval, Canada)

- Reynald **BOURQUE** (Université de Montréal, Canada)
Le renouveau du syndicalisme international et les accords cadres internationaux
- Nikolaus **HAMMER** (University of Cardiff, UK)
International Framework Agreements: Global Union Federations and Value Chains
- William N. **COOKE** (Wayne State University, USA)
Exercising Power: Transnational Collective Bargaining in an Era of Corporate Globalization
- Maria **BONNAFOUS-BOUCHER** (Conservatoire national des arts et métiers, France)
Les formes institutionnelles et non-institutionnelles du renouveau du syndicalisme français

13 : 00 - 14 : 15

Lunch

14 : 15 - 16 : 45

Workshops III**Workshop III-A**

Union Renewal III : Union Case Studies

Chair : Pradeep **KUMAR** (Queen's University, Canada)

- Jane **STINSON** (CUPE, Canada)
Union Renewal in the Canadian Union of Public Employees
- Jorge **GARCIA-ORGALES** (USWA, Canada)
Union Renewal in the United Steelworkers of America

- Steven **TUFTS** (Trent University, Canada)
Union Renewal in the Hotel Employees Restaurant Employees
- Anna **LIU** (UFCW, Canada)
Union Renewal in the United Food and Commercial Workers
- Keith **NEWMAN** (CEP, Canada)
Union Renewal in the Communications, Energy & Paperworkers Union

Workshop III-B (Simultaneous Translation)

Comparative Union Strategies for Hard Times

Chair : David **PEETZ** (Griffith University, Australia)

- Graciela **BENSUSAN** (UAM-X, México) & Carlos **GARCÍA** (Universidad Autónoma Metropolitana, México)
Negotiation and Labour Conflict in Volkswagen Mexico: Opportunities and Limits for Union Renewal
- Jean-Noël **GRENIER** (Université Laval, Canada)
Local Unions and the Reorganisation of Work within the Multinational Company: Internal Solidarity and Local Context
- Sylvie **CONTREPOIS** (GERS-CNRS, France) & Steve **JEFFERYS** (London Metropolitan University, UK)
Le syndicalisme bancaire face aux enjeux de la globalisation et des délocalisations en France et en Grande-Bretagne
- Amanda **PYMAN** (Monash University, Australia)
Tactics in Transition: Exploring Union Renewal in Australia
- Léopold **DOSSOU** (Université d'Abomey-Calavi, Bénin)
Les syndicats au Bénin face aux mutations économiques et politiques, 1990-2003

Workshop III-C

Models of Employment, Territory et New Methods for Union Action

Chair : Jean **CHAREST** (Université de Montréal, Canada)

- Michel **CATLLA** (Université de Toulouse, France)
La remise en cause des 35 heures en France. Les syndicats pris dans le tourbillon de la négociation collective
- Jean-Marc **FONTAN** & Juan-Luis **KLEIN** (Université du Québec à Montréal, Canada)
Les luttes pour l'emploi, contribution des syndicats locaux à la reconversion industrielle : les cas de Sorel-Tracy et du Sud-ouest de Montréal
- Annette **JOBERT** (IDHE-CNRS, Université Paris X, France)
Le dialogue social territorial : Enjeux et perspectives pour le syndicalisme français
- Vincent **VAN SCHENDEL** (Université du Québec à Montréal, Canada)
L'intervention syndicale territoriale pour l'emploi au Québec : la construction d'un acteur territorial
- Rolande **PINARD** (Université de Montréal, Canada)
L'obsolescence du syndicalisme, analyse comparative et sociale-historique d'une inquiétante convergence

Workshop III-D

International Union Cooperation in the Americas

Chair : Marie-Ange **MOREAU** (Institut universitaire européen, Italia)

- Arnulfo **ARTEAGA GARCÍA** (Universidad Autónoma Metropolitana, México) & Everardo **FIMBRES OCANA** (IMF, México)
The National Council of Metalworkers: From Fragmentation to Unity of Action?

- Mélanie **DUFOUR-POIRIER** & Christian **LÉVESQUE** (HEC Montréal, Canada)
Building Union Power Through International Alliances: A Case Study from Mexico
- Christopher **HUXLEY** (Trent and Wayne State Universities, Canada/USA)
Transnational Union Cooperation and Union Renewal: The Case of a Tri-National Network on Autowork in the Americas
- Alberto José **ROBLES**, Ruben **CORTINA**, Julio **GODIO** (World of Labor Institute, Argentina)
Union Renewal Trends Related With Union Activity at MERCOSUR

Workshop III-E (Simultaneous Translation)

Unions and Social Movements Beyond Borders

Chair : Philippe **POCHET** (Observatoire social européen, Belgique)

- Amanda **TATTERSALL** (University of Sydney, Australia)
Union-Community Coalitions and Community Unionism: Developing a Framework for the Role of Union-Community Relationships in Union Renewal
- Stéphane **LeQUEUX** (CRIMT, France)
Mouvements contestataires et syndicalisme : Australie et Canada dans l'œil du cyclone
- Thomas **COLLOMBAT** (Carleton University, Canada) & Mona-Josée **GAGNON** (Université de Montréal, Canada)
Tentative de conceptualisation des activités syndicales internationales à partir du cas québécois
- Ivan **SAINSAULIEU** (LISE-CNRS, France)
Nouveau syndicalisme critique et démocratie directe : de la théorie à la pratique
- Guy **BELLEMARE**, A.-R. **GRAVEL**, L. **BRIAND** & A. **VALLÉE** (Université du Québec en Outaouais, Canada)
Le syndicalisme de transformation sociale (social movement unionism). Voie de renouvellement des théories du syndicalisme ? Le cas des services de garde