

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 outline.

# DEMOCRACY

**FEB** <sup>23</sup><sub>-TO-</sub><sup>25</sup>  
**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 Correales, 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

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