

LABOR AND EMPLOYMENT RELATIONS ASSOCIATION 9th NATIONAL POLICY FORUM

COMPETITION, JOBS, AND EQUITY IN THE ECONOMIC RECOVERY

June 6–7, 2011
Cafritz Conference Center-Third Floor
800 21st Street, NW
Washington, D.C. 20052

FEATURING KEYNOTE ADDRESSES

BY NATIONAL LEADERS:

Secretary Hilda Solis, *U.S. Department of Labor*
Jared Bernstein, *Office of the Vice President*
George H. Cohen, *National Director, Federal Mediation Conciliation Service*
Harry Hoglander, *Chairman, National Mediation Board*
James Settles Jr., *Vice President, UAW*
Martin J. Mulloy, *Vice President, Labor Relations, Ford Motor Company*

BLUE RIBBON PANELS WITH LEADING EXPERTS ON:

- The Increased Role of Finance in the Economy
- Private-Sector Retirement Security
- Public Employee Pensions
- Generating Green Jobs
- Immigration Policy
- Health Care Reform
- Corporate Lobbying on Labor Policy
- Manufacturing in Crisis
- Collective-Bargaining Challenges for Policy Makers Today
- Strategic National Approaches to Employment Policy



Labor and Employment Relations Association
University of Illinois at Urbana-Champaign
504 East Armory Avenue, Room 121
Champaign, IL 61820

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LERA National Policy Forum

Cafritz Conference Center • Washington, D.C. • JUNE 6-7, 2011

Join in the Policy Dialogue!

COMPETITION, JOBS, AND EQUITY IN THE ECONOMIC RECOVERY

While economists pronounced the Great Recession of 2008-09 officially over, the recovery was fragile and unemployment stayed high. Corporations sat on their cash, and at both the national and state levels there were calls to cut budgets thrown into deficit by the recession and the resulting lower tax revenues.

States, most notably Wisconsin and Ohio, pleading budget deficits passed legislation that both demanded public-sector unionized employees contribute more to their health benefits and pensions and to surrender most collective-bargaining rights. Some constituencies argued that cutting budgets was precisely the wrong thing to do with the weak, still-vulnerable economy that could easily slide back into a double-dip recession; and others argued that cost-cutting was the only way forward to balanced budgets.

The global recession and a volatile, contentious political environment meant that practically all the areas of labor and employment policies were in flux and transition. The Obama administration touted “green jobs” and “infrastructure investment” as key to the more-efficient, prosperous and sustainable economy of the future. At the same time, the market bust had thrown states’ pension commitments to their state and local employees and future retirees into deficit. Public- and private-sector employees both worried that they would not have sufficient retirement income.

While the Obama administration’s signature health care reform act went into effect, in the mid-term elections, Republicans took over the House of Representatives and vowed to overturn or “unfund” the law. Meanwhile, rising health care costs for employees and Medicaid were crimping states’ budgets already running recession-fueled deficits. Tens of millions of American continued to have no coverage.

Other topics that forum attendees will get the inside scoop on are immigration policy, manufacturing’s continued decline, corporate lobbying — and on the global level how our nation’s workforce competitiveness stacks up and how countries are using their employment policy strategically to gain competitive advantage.

We have a lot to talk about...

See page 7 and register now to join the discussion about the compelling issues in Labor and Employment Relations today.

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THANKS

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Monday

June 6, 2011 • Conference Activities

9:00 a.m. – 12:00 noon

Employment Policy Research Network (EPRN)—Elliott Room 310

Chair: Thomas A. Kochan, Professor, Massachusetts Institute of Technology

Description: A report from LERA's Employment Policy Research Network (employmentpolicy.org) startup. Launched in January, EPRN is an online think tank on all things employment and labor-related. Its method: objective, evidence-based research. Its first three posted in-depth research-policy briefs: unemployment, wage stagnation, and public-sector collective bargaining.

1:00 p.m. – 2:00 p.m.

Welcoming Remarks and Plenary Speaker—Continental Ballroom

Chair: Gordon Pavy, AFL-CIO, LERA President and Program Chair

Featured Speaker: Jared Bernstein, Office of the Vice-President

2:15 p.m. – 3:45 p.m.

Concurrent Sessions

1.1 Financial Regulation, New Financial Intermediaries, and Employment—Continental Ballroom

Chair: Eileen Appelbaum, Senior Economist, Center for Economic Policy Research (CEPR)

Panelists: Damon Silvers, Director of Policy, AFL-CIO

Rosemary Batt, Professor, Cornell University

Will Millberg, Chair, Dept. of Economics, New School for Social Research

Description: The economic crisis has shown how financial sector activities can spill over into the real economy, undermining employment and the sustainability of enterprises. The Restoring Financial Stability Act of 2010 was designed to curb the kind of speculative excess that led to the 2008 financial crisis and global recession. This panel will discuss the increased role of finance in the real economy and its effect on firms, jobs, and labor relations. How have the rules of the game changed? What is the role of new financial intermediaries, such as hedge funds and private equity funds? Is the new financial regulation sufficient to prevent another bubble and meltdown? Q & A to follow.

1.2 Private Sector Retirement Security: Nothing New Under the Sun—Doyle Room 302

Chair: Teresa Ghilarducci, Professor, New School for Social Research

Panelists: David S. Blitstein, Special Asst. for Multiemployer Funds, UFCW—*The Potential and Pitfalls of New Pension Designs*

Frank Todisco, Chief Actuary, U.S. Government Accountability Office—*Actuarial Assumptions and Pension Security*

Christian Weller, Associate Professor, University of Massachusetts-Boston—*Pensions: Nothing New Under the Sun*

Michael Kreps, Pensions Counsel, U.S. Senate Committee on Health, Education, Labor and Pensions—*Legislation for American's Pension Security*

Description: The panel will explore new policy approaches and needed regulations to ensure sufficient retirement income. Panelists will discuss multi-employer defined-benefit plans, some of which enjoyed limited protections under the Pension Protection Act, and defined-contribution plans. Panelists will also examine the pitfalls and potential of a new retirement plan design that combines features from defined-contribution and defined-benefit pensions that could attract bipartisan support. It is well known that the tax code's credits and deductions for retirement accounts have spotty records in increasing personal retirement savings. The panel will critically examine how accounting- and actuarial-rule changes have influenced many retirement-savings decisions, particularly by employers to offer specific types of plans. Accounting and actuarial rulemaking bodies are weighing their next steps. What lies in store for retirement savings? Q & A to follow.

3:45 p.m. – 4:00 p.m.

Break

4:00 p.m. – 5:30 p.m.

Concurrent Sessions

2.1 Public Employee Pensions: Balancing Rights and Reform —Continental Ballroom

Chair: Steven Greenhouse, *The New York Times*

Panelists: Keith Brainard, Research Director, National Association of State Retirement Administrators

William T. Payne, Stember Feinstein Doyle Payne & Cordes LLC

Dan McAllister, Treasurer, San Diego County (invited)

Description: In the wake of the financial crisis and recession, state and local public-employee pensions are in the headlines. Although most pensions are positioned to recover with the markets over the long haul, meeting retirement obligations will be harder for some states and cities than others. How are states and cities balancing the need for funding reform with the need to fulfill commitment to their retirees? This workshop will discuss public pension trends across the country and explore how key stakeholders — unions, legislatures, and municipal managers — are engaging in discussions about what is necessary to restore the fiscal health of public pensions. Q&A to follow.



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PRELIMINARY Program & Speakers

Monday

continued

2.2 Generating Green Jobs—Doyle Room 302

Chair: Matthew M. Bodah, Research Director, Schmidt Labor Research Center, University of Rhode Island

Panelists: Jeffrey Grabelsky, Director, Construction Industry Program, Cornell University
Carol Singer Neuvelt, Executive Director, The National Association for Environmental Management
Betsey Stevenson, Chief Economist, U.S. Department of Labor

Description: The “green economy” remains an emerging and rapidly developing phenomenon. Spurred on by concerns about the environment and foreign energy dependence and fostered by innovation, favorable public policy, and new methods of financing, the green economy offers the promise of job growth and economic gain. However, many aspects of the green economy — including defining and measuring green jobs — remain elusive. In this session we will review recent developments in the green economy, including the efforts of industry, labor, and the government to promote green economic development, the impact of corporate sustainability on jobs, and the state of green economy research. Q & A to follow.

5:30 p.m. – 6:30 p.m.

National Policy Forum Reception—Elliott Room

*The Reception is sponsored by the
BlueCross and BlueShield Association*

Tuesday

June 7, 2011 • Conference Activities

8:00 a.m. – 8:45 a.m.

Registration and Continental Breakfast

8:45 a.m. – 10:15 a.m.

Concurrent Sessions

3.1 Shifting Ground? Collective Bargaining Challenges for Policy Makers Today—Continental Ballroom

Chair: George H. Cohen, Director, Federal Mediation and Conciliation Service (FMCS)

Panelists: Harry Hoglander, Chairman, National Mediation Board (NMB)
Lafe Solomon, General Counsel, National Labor Relations Board (NLRB)
Julie Clark, General Counsel, Federal Labor Relations Authority (FLRA)

Description: This panel of top federal labor-relations agency officials will discuss the current challenges to collective bargaining and how their agencies are responding. The panelists will look at the shifting ground for many employers and labor unions, how the economic downturn has affected their agencies’ missions, and possible changes in the regulatory environment. A lively discussion can be expected on all aspects of the labor-management relationship in the federal, private, and transportation sectors. Q&A to follow.

3.2 Immigration Policy: Contested Terrain—Doyle Room 302

Chair: Ana Avendano, Director of Immigration & Community Action, AFL-CIO

Panelists: Joshua Bernstein, Immigration Policy Director, SEIU
Andrea LaRue, Partner, NVG LLC
Tyler Morgan, Policy Director, National Immigration Law Center

Description: Formidable political obstacles have blocked immigration reform in recent years. Yet the plight of the nation’s estimated 12 million undocumented people continues to command attention in the policy community and remains a key concern for both employers and unions. In this session, prominent advocates of comprehensive immigration reform reflect on the lessons of previous efforts to pass such legislation as well as future prospects. Panelists will analyze the recent history of proposals for partial reform — such as the DREAM Act and AgJobs — and explore the conditions under which progress on these proposals, as well as the broader reform agenda, might eventually be possible. Q & A to follow.

10:15 a.m. – 10:30 a.m.

Break

10:30 a.m. – 12:00 p.m.

Concurrent Sessions

4.1 Health Care Reform – The Affordable Care Act—Continental Ballroom

Chair: Gerald Shea, AFL-CIO

Panelists: Randy DeFrehn, Executive Director, NCCMP
Jim Pruitt, Director of Labor Relations, Kaiser Permanente
Justine Handelman, Vice President, Legislative and Regulatory Policy, Blue Cross and Blue Shield Association

Description: Congress passed and President Obama signed the nation’s historic health care law nearly 18 months ago. The law will change the nation’s health care landscape for health care providers and consumers. This panel is made up of important stakeholders who will speak to how the bill’s requirements are changing the nation’s health care delivery system. The panelists will also discuss the effects and opportunities of the bill’s amendments that are effective for 2012 and beyond. Q & A to follow.

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Tuesday

Noon – 1:30 p.m.

*The Luncheon
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1:45 p.m. – 3:15 p.m.

3:15 p.m. – 3:30 p.m.

3:30 p.m. – 4:30 p.m.

4:30 p.m.

continued

4.2 Corporate Lobbying on Labor Policy: Role of HR Executives—Doyle Room 302

Chair: David Lewin, Professor, University of California at Los Angeles

Panelists: Daniel V. Yager, Chief Policy Officer & General Counsel, HR Policy Association
Edward W. Rissing, Principal, Rissing Strategic LLC
Dennis Dabney, Vice-President-Human Resources, FirstEnergy Corp.

Description: It is well known that corporations lobby elected officials on a wide range of labor-policy issues. Less well known is the role of corporate human resource executives in conducting such lobbying activity. This session will focus on HR executives' efforts to influence public policy on labor relations, wages and hours, independent contractor vs. employee status, health care, workplace safety, pensions/401K plans, and outsourcing work. Further, because scholarly interest in HR concentrates on the internal role of HR executives in shaping and implementing corporations' work force management practices, this session will provide a useful "corrective" by highlighting the external role of HR executives in labor-policy lobbying. Q&A to follow.

Plenary and Distinguished Speaker Luncheon—Grand Ballroom, 3rd Floor

Chair: Gordon Pavy, ALF-CIO and LERA President and Program Chair

Featured Speaker: Hon. Hilda Solis, Secretary of Labor, US Department of Labor

Concurrent Sessions

5.1 Manufacturing in Crisis and Strategies for Recovery—Continental Ballroom

Chair: Linda Ewing, Research Director, UAW

Panelists: Sue Helper, Professor Case Western Reserve University
Kristin Dziczek, Labor & Industry Group and Director, Program for Automotive Labor and Education, Center for Automotive Research (invited)
TBA

Description: During the economic crisis of 2008-09, sales and employment in the auto industry fell 40 percent almost overnight. Employee compensation also fell significantly. Now, firm profits have returned to pre-crisis levels, and there is a buzz around innovations such as electrification, new materials, and new electronic applications. What do these changes mean for workers? Does the U.S. industry have the institutional capability to train workers to enable potential innovations to be implemented? Or will institutional gaps make it difficult for the U.S. industry to regain competitiveness? This panel will report on a large-scale study of these issues sponsored by the U.S. Department of Labor. Q&A to follow.

5.2 Strategic National Approaches to Labor and Employment Policy—Doyle Room 302

Chair: Joel Cutcher-Gershenfeld, Dean and Professor, University of Illinois at Urbana-Champaign

Panelists: Janice Bellace, Professor and Chair of Legal Studies and Business Ethics, University of Pennsylvania—*The International Context: ILO Convention No. 122 on Employment Policy and Key Global Developments*
Marian Baird, Professor, and Russell Lansbury, Professor Emeritus, University of Sydney—*Fair Work Australia: Combining Enterprise Competitive Success with Fair Treatment for Workers*
Ana Maria Pereira, Vice President of Human Resources, Ford Motor Company (ret.) (invited)—*Connecting Labor Law and Economic Development in Brazil*

Discussant: Matt Finkin, Professor of Law, University of Illinois at Urbana-Champaign

Description: This panel features national labor and employment policy initiatives designed to provide strategic capability in the global-knowledge economy. Australia's Fair Work Act, Korea's Smart Work Act, recent election campaigns in Brazil, enterprise unions in Israel, trans-European works councils, and other such initiatives, illustrate what is and is not possible as nations use labor and employment policy to best position themselves for success. Interwoven with these policies will be a discussion of the strategies of multinational corporations and international unions and the implications for U.S. labor and employment policy. Q&A to follow.

Break

Closing Plenary—Continental Ballroom

Chair: Gordon Pavy, AFL-CIO, LERA President, 2011

Featured Co-speaker: James Settles, Jr., Vice President, UAW

Featured Co-Speaker: Martin J. Mulloy, Vice President, Labor Affairs, Ford Motor Co.

Meeting Adjournment



2011 LERA National Policy Forum

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Martin J. Mulloy, Vice President, Labor Relations, Ford Motor Company (Honorary co-chair)
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EPRN (www.employmentpolicy.org) is sponsored by grants from the Rockefeller and Russell Sage foundations.

REGISTER TODAY!

Visit www.leraweb.org to register online. Save \$25 on the registration cost if you pre-register by **May 6th**. LERA members (including chapter members) will enjoy an additional discount.





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Register online at www.leraweb.org/meetings today

Online registration is open until May 27 but early registration discounts are only available through May 6. Completed registration forms can be faxed or mailed to the LERA office, fax 217-265-5130. Visa and Mastercard accepted, or members can request to be invoiced.

Reserve your hotel room by May 6 for the conference rate

The Hilton Washington Embassy Row has set a block of hotel rooms aside at a conference rate of \$209 plus tax for a single room. Reserve your hotel room by May 6 to get the discounted conference rate. Call Hilton Reservations at (800)695-7460 and request the group rate for the Labor and Employment Relations Association or LERA. Hilton hotel rooms can be cancelled with full refund up to 72 hours prior to scheduled check in. The hotel has agreed to extend the conference rate three days before and after the conference (subject to room availability) for attendees to visit capital venues or attend other meetings.

Attend the DC LERA Chapter dinner (fee event) on Monday night

The LERA Washington, D.C. chapter is sponsoring their annual meeting, reception and dinner on the evening of Monday, June 6, at Smith and Wollensky, 1112 19th St. NW. The reception begins at 6 p.m., dinner is at 7 p.m., and a guest speaker will be announced for the program. Tickets for the dinner and program are \$60 and can be reserved in the online registration by May 27. Members of the Washington, D.C. LERA chapter should purchase tickets directly from the chapter.

Yes, please register me for the LERA National Policy Forum.

I understand the early registration discount is available through May 6th, 2011.

(please check one):

LERA Member:	_____ \$160 by May 6,	or	_____ \$185 after May 6
Non-Member:	_____ \$190 by May 6,	or	_____ \$215 after May 6
Students/emeritus:	_____ \$75 by May 6,	or	_____ \$90 after May 6

LERA national and chapter members qualify for the member discount. Registration Fee covers all sessions, the Tuesday continental breakfast and luncheon, breaks, and receptions. The DC LERA Chapter dinner is a fee event. **Make plans now to attend.**

Name: _____

Title: _____

Organization: _____

Street Address: _____

City: _____ State: _____ Zip/Post Code: _____ Country: _____

Work Phone: _____ Fax: _____ E-mail: _____

Name as you want it to appear on your badge: _____

Special Needs? (vegetarian, adaptive rooms, child care information) _____

Payment Method (please mark one. If paying by check, make payable to LERA)

Please invoice my organization (address above)

Check enclosed Amt: \$ _____ Ck#: _____

Charge to _____ MasterCard _____ Visa Charge Amt: \$ _____ Name on Card: _____

Card# _____ Expires mm/yy): _____

Signature: _____

Registration Substitution and Cancellation Policy: Substitutions are allowed if a registered participant cannot attend - contact the LERA Office by May 27 to arrange. Cancellations received in writing or via fax or email to LERAoffice@illinois.edu at the LERA Office before May 27 will receive refunds following the conference, less a \$35 processing fee. No refunds will be given after May 27, 2011

Register online at www.leraweb.org, or complete this form and mail or fax to 217/265-5130

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Washington, D.C.

Meet in our beautiful nation's capital:

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- ▶ Learn about state-of-the-art thinking and trends — in collective bargaining, manufacturing, financial regulation, worker preparedness, corporate lobbying — and how they'll play in your state and the main street economy.
- ▶ Consider retirement, pensions, investments — theory, practice, innovations — individual, state and national perspectives.
- ▶ Whither health care — questions, answers, the way forward (or back) for consumers, providers and the nation.

Register online at www.leraweb.org – deadline for best rates May 6th