

July 3, 2015

Curriculum Vitae

**RICHARD P. CHAYKOWSKI**

**Queen's University**

**MIR Program, Faculty of Arts and Science  
and  
Faculty of Law (cross-appointed)**

**Business Address**

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**Education**

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Cornell University Ithaca, N.Y., U.S.A.	Ph.D., Industrial and Labour Relations, August 1988 Fields: Collective Bargaining, Labour Economics, Comparative Economic Systems
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Queen's University Kingston, Ontario	M.A., Economics, 1983
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Queen's University Kingston, Ontario	B.A. (Hons.), Economics, 1981
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**Fellowships and Awards**

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1985-86 Academic Year	Cornell ILR Graduate Fellowship
1982-83 Academic Year	C.J. Hicks Memorial Fellowship
1981-82 Academic Year	Queen's Graduate Award

**Fields of Interest**

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Economic and Labour Policy  
Theoretical and Empirical Analysis of Industrial Relations and Human Resources Issues  
Applied Labour Economics and Income Distribution  
Comparative Economic and Industrial Relations Systems

## Academic Employment

Queen's University	Professor MIR Program, Faculty of Arts and Science Commencing July 2015 and  Associate Professor Faculty of Law (Cross-appointed) (Commencing September 2006)
Queen's University	Professor School of Policy Studies July 2007 – June 2015 and  Associate Professor Faculty of Law (Cross-appointed) (Commencing September 2006)
Queen's University	Associate Professor School of Policy Studies Commencing October 2003 – (June) 2007
Queen's University	Associate Professor School of Industrial Relations Commencing July 1993 – (September) 2003 (Granted Tenure July 1993)
Queen's University	Assistant Professor School of Industrial Relations July 1988 to June 1993
Queen's University	Lecturer Department of Economics and School of Industrial Relations July 1986 to June 1988
Cornell University	Research/Teaching Assistant New York State School of Industrial and Labour Relations August 1983 - August 1985 (Various Academic Sessions)
Queen's University	Research Assistant Department of Economics Summer 1981 - August 1982 (Various Academic Sessions)

## Positions

Queen's University	Director, MIR Program Faculty of Arts and Science	January 2015 forward (Sabbatical Leave July 2014-Dec. 2014)
Queen's University	MIR/ PMIR Program Director School of Policy Studies	July 2010 to June 2013 (Sabbatical Leave July 2009-June 2010)
Queen's University	MIR Program Director School of Policy Studies	September 2007 – June 2009
Government of Canada	Director of Research Expert Panel on Older Workers	2007
Government of Canada	Visiting Chair Strategic Policy and Planning Human Resources and Social Development Canada,	2006
Queen's University	Faculty Associate Centre for Resource Studies	1991 to 1994
McGill University	Visiting Associate Professor Faculty of Management	September to December 1993
Queen's University	Adjunct Assistant Professor Department of Economics	1991 to 1993
University of Toronto	Canadian Pacific Visiting Professor Centre for Industrial Relations	September to December 1989
Massachusetts Institute of Technology	Visiting Scholar Sloan School of Management	September to December 1988
Queen's University	Queen's National Scholar School of Industrial Relations	July 1988 to June 1990

## **Teaching Experience**

Graduate (Queen's School of Policy Studies):

Labour Policy

Labour Economics and Industrial Relations

Industrial Relations in the Global Economy

Graduate (Queen's School of Industrial Relations):

Labour Market Analysis and Policy;

Topics in Collective Bargaining;

IR/HR Research and Policy Seminar;

Unions and Collective Bargaining;

Directed Research Studies;

Quantitative Skills (module);

Strategic Bargaining and Workplace Change (module),

Industrial Relations in the Global Economy

High Performance Work Practices

Graduate (Queen's Department of Economics):

Labour Economics.

Undergraduate/Graduate (McGill Faculty of Management):

Public Policy in Labour Management.

Undergraduate (Queen's Department of Economics):

Income Distribution and Problems of Inequality;

Canadian Industrial Relations.

## **Continuing Education/Seminar Activity**

Annual Spring Industrial Relations Seminar, Industrial Relations Centre, Queen's University, 1993

Cooperative Approaches in the Workplace: A Seminar, Industrial Relations Centre, Queen's University, 1993

Annual Fall Industrial Relations Seminar, Industrial Relations Centre, Queen's University, 1993

Cooperative Approaches in the Workplace, Queen's University, 1994

Labour Relations Seminar, Bell Canada and Industrial Relations Centre, Queen's University, 1996

Labour Relations Seminar, Bell Canada and Industrial Relations Centre, Queen's University, 1997

Pay Equity. Canadian Human Rights Commission. Ottawa, Ontario. 2003.

International Executive Program in Mining Leadership. Queen's School of Business. Toronto, Ontario. 2012

## **Administrative Positions/Services**

### *Queen's Faculty of Arts and Science*

- Director, MIR Program, January 2015 forward

### *Queen's School of Policy Studies:*

- MIR/ PMIR Program Director, July 2010 to June 2013
- MIR Program Director, September 2007 – June 2009
- Chair, Unit Research Ethics Board, 2004, 2005
- Appointments Committee, Various years since 2004-05
- Promotions, Renewals and Tenure Committee, Various years since 2004-05
- Visitor's Committee
- Working Papers

### *Queen's Faculty of Law, Centre for Law in the Contemporary Workplace:*

- Member, Advisory Board, 2010 on

### *Queen's Faculty of Law:*

- Promotions, Renewals and Tenure Committee, 2004-05, 2005-06, 2006-07, 2007-08, 2008-09, 2009-10, 2010/11, 2011/12, 2012/13, 2014/15

### *Queen's School of Industrial Relations, Graduate Coordinator, 1997-98, 1998-99, 1999-2000, 2000-2001*

- Coordinator of Graduate Program
- Admissions Officer
- Coordination of Graduate Student Research Ethics Review
- Member, *Council* of the Queen's University School of Graduate Studies and Research

### *Queen's School of Industrial Relations:*

- Tenure and Promotion Committee, Chair, 1998-99
- Tenure and Promotion Committee, Member, 1997-98
- Faculty Board (various years)
- Admissions Committee (various years)
- Wood Visitorship Selection Committee (various years)
- various ad hoc School of Industrial Relations committees

*Queen's University Advisory/ Governance Committees:*

- Advisory Committee for Director of the Queen's School of Industrial Relations, 1989/1990
- Advisory Committee for Director of the Queen's School of Policy Studies, 1991
- Advisory Committee for Director of the Queen's School of Industrial Relations, 1996
- Advisory Committee for Director of the Queen's School of Industrial Relations, 2001
- Member. Queen's University Senate Educational Equity Committee, 2003/2004.
- Chair. Queen's University Senate Educational Equity Committee, 2004/2005.
- Chair, Graduate Committee for Planning and Policy Programs, 2010/11 Academic Year
- Member, Graduate Studies Executive Council, 2010/11, 2011/12 Academic Years

**University Academic Service**

Ph.D. External Examiner for Queen's University, Department of Economics (occasional)

Ph.D. External Examiner for Queen's University, Department of Psychology (once)

Chair, Ph.D. Examination for Queen's University, Department of Political Studies (once)

Chair, M.Pl. Examination for Queen's University, School of Urban and Regional Planning (once)

Chair, M.A. Examination for Queen's University, Department of Political Studies (once)

Reviewer, Queen's University Chancellor's Scholarships, 1994, 1995, 1996

Chair, M.A. Examination for Queen's University, Faculty of Law (once)

External Examiner, Ph.D. Dissertation, Centre for Industrial Relations, University of Toronto, 2007

External Examiner, Ph.D. Dissertation, Faculty of Business, University of British Columbia, 1995

## Articles and Chapters

"Prizes in an Industrial Union Environment," (with C.M. Beach), Journal of Labour Research, Vol. 6, No. 2., Spring 1985:181-198.

"Union Seniority Rules as a Determinant of Intra-firm Job-Changes," (with G.A. Slotsve), Relations Industrielles/Industrial Relations, Vol. 41, No. 4, 1986:720-736.

"Determinants of the Compensation and Mobility of School Superintendents," (with R.G. Ehrenberg and R.A. Ehrenberg), Industrial and Labour Relations Review, Vol. 41, No. 3, April 1988:386-401.

"On Estimating the Effects of Increased Aid to Education," (with R.G. Ehrenberg), in Richard B. Freeman and Casey Ichniowski, eds., When Public Sector Workers Unionize, University of Chicago Press, 1988:245-262.

"Are School Superintendent Rewarded for 'Performance'?", (with R.G. Ehrenberg and R.A. Ehrenberg), in D. Monk and J. Underwood, eds., Microlevel School Finance: Issues and Implications for Policy, The 1988 American Educational Finance Association Yearbook, Balinger, Cambridge, 1988:337-364.

"Optimal Export Oriented Economic Policies in Poland," (with J. Svejnar), in D. Kemme, ed., Economic Reform in Poland: The Aftermath of Martial Law 1981-1988, JAI Press Inc., 1991:159-178.

"Union and Firm Preferences for Bargaining Outcomes in the Private Sector," Relations Industrielles/Industrial Relations, Vol. 45, No. 2, 1990:326-355.

"The Analysis of Nonwage Bargaining Outcomes: Evidence from the Canadian Private Sector," in D. Sockell, D. Lewin, and D. Lipsky, eds., Advances in Industrial and Labour Relations, Vol. 5, Greenwich, Connecticut: JAI Press Inc., 1991:237-291.

"The Impacts of Plant Modernization on Organizational Work Practices," (with G.A. Slotsve), Industrial Relations, Vol. 31, No. 2, 1992:309-329.

"Industrial Relations Developments in the Canadian Mining Industry: Transition Under Pressure," in R.P. Chaykowski and A. Verma, eds., Industrial Relations in Canadian Industry, Toronto, Ontario: Holt, Rinehart and Winston of Canada, Ltd., 1992.

"Adjustment and Restructuring in Canadian Industrial Relations: Challenges to the Traditional System," (with A. Verma), in R.P. Chaykowski and A. Verma, eds., Industrial Relations in Canadian Industry, Toronto, Ontario: Holt, Rinehart and Winston of Canada, Ltd., 1992.

"Canadian Industrial Relations in Transition," (with A. Verma), in R.P. Chaykowski and A. Verma, eds., Industrial Relations in Canadian Industry, Toronto, Ontario: Holt, Rinehart and Winston of Canada, Ltd., 1992.

"A Simultaneous Analysis of Grievance Activity and Outcome Decisions," (with G.A. Slotsve and J.S. Butler), Industrial and Labor Relations Review, Vol. 45, No. 4, July 1992:724-737.

"Alternative Models of Industrial Relations Graduate Programs in Canadian and U.S. Universities," (with C. Weber), Relations Industrielles/Industrial Relations, Vol. 48, No. 1, 1993:86-98.

"Labor Relations in American Textiles," (with T. Thomason and H. Zwerling) in Paula Voos (editor) Contemporary Collective Bargaining in the Private Sector. Madison, WI: Industrial Relations Research Association Annual Volume, 1994:373-410.

"Innovation in Industrial Relations: Challenges to Organizations and Public Policy," (with Anil Verma) in T.J. Courchene (editor), Stabilization Growth and Distribution: Linkages in the Knowledge Era, Bell Canada Papers on Economic and Public Policy, Vol. 2, (Kingston: John Deutsch Institute, Queen's University) 1994:367-401.

"Canadian Workers' Compensation: Institutions and Economics," (with T. Thomason) in T. Thomason and R. Chaykowski (editors) Research in Canadian Workers' Compensation, Kingston, Ontario: Queen's University IRC Press, 1995:1-42.

"Male Jobs, Female Jobs, and Gender Gaps in Benefits Coverage in Canada," (with Janet Currie) in S.W. Polachek (editor) Research in Labor Economics, Vol. 14, Greenwich, Conn.: JAI Press Inc., 1995:171-210.

"Contemporary Industrial Relations Policy: Active or Reactive?" Policy Options, Vol. 16, No. 8 (October), 1995:24-27.

"From Traditional to Mutual Gains Bargaining," (with M. Grant). Collective Bargaining Review (May). Ottawa ON: Human Resources Development Canada, 1995:79-88.

"The Structure and Process of Collective Bargaining" in M. Gunderson and A. Ponak (editors) Union-Management Relations in Canada, 3rd Edition, Don Mills, ON: Addison-Wesley, 1995:229-253.

"Union Influences on Labour Market Outcomes and Earnings Inequality," in K. Banting and C. Beach (editors) Labour Market Polarization and Social Policy Reform, School of Policy Studies, Queen's University, Kingston, Ontario, 1995:95-118.

"Union Wage Premiums and Union Density in Canada and the United States," (with George Slotsve). Canadian Business Economics, Vol. 4, No. 3 (Spring). 1996:46-59.

"A Distributional Analysis of Changes in Earnings Inequality Among Unionized and Nonunionized Male Workers in the United States: 1982-1990," (with G. Slotsve) in A. Nakamura (editor) Canadian Journal of Economics, Vol. 29, Special Issue. 1996:S109-113.



“Joint Labour-Management Committees at Inco Limited: Innovation Within the Traditional Industrial Relations System,” Collective Bargaining Review (September). Ottawa ON: Human Resources Development Canada 1997:85-98.

“Canada” (Technology and Market-Driven Restructuring) (with A. Verma) in H. Katz (editor) Telecommunications: Restructuring Work and Employment Relations Worldwide, Ithaca, NY: Cornell University Press, 1997:153-185.

“Unions and Changes in the Distribution of Income in the United States: 1982-90,” (with George Slotsve) in M. Abbott, C. Beach and R. Chaykowski (eds.) Transition and Structural Change in the North American Labour Market. Kingston, ON: IRC Press and John Deutsch Institute, 1997:314-342.

“The Role of Sectoral Initiatives in the Canadian Industrial Relations System,” in Morley Gunderson and Andrew Sharpe (eds.) The Emergence of Sector Councils in Canada. Toronto, ON: University of Toronto Press, 1998:295-315.

“Inequality and Polarization of Male Earnings in the United States, 1968-1990,” (with C.M. Beach and G.A. Slotsve), North American Journal of Economics and Finance, Vol. 8, No. 2, 1997:135-151.

“Globalization, Work, and Industrial Relations,” (with A. Giles) Relations Industrielles/Industrial Relations, Vol. 53, No. 1, 1998:3-12.

“Unions, Inequality, and the Distribution of Income in Canada: Evidence From the 1994 Survey of Labour and Income Dynamics.” (with G. Slotsve) Workplace Gazette. Vol.2, No.4 (Winter) 1999: 85-99.

“Adaptation Within the traditional Industrial Relations System: The Development of Labour Relations at Inco Limited,” in A. Verma and R. Chaykowski (eds.) Contract and Commitment: Employment Relations in the New Economy. Kingston, ON: Queen’s University IRC Press, 1999: 41-81.

“Employment and Employment Relations at the Crossroads,” (with A. Verma) in A. Verma and R. Chaykowski (eds.) Contract and Commitment: Employment Relations in the New Economy. Kingston ON: Queen’s University IRC Press, 1999: 1-20.

“Business Strategies and Employment Relations,” (with A. Verma) in A. Verma and R. Chaykowski (eds.) Contract and Commitment: Employment Relations in the New Economy. Kingston ON: Queen’s University IRC Press, 1999: 338-354.

“Women and the Labour Market: Recent Trends and Policy Issues.” (with L. Powell) Canadian Public Policy. Vol.25, Supplement. (November) 1999: S1-S25.

“Advancing Labour-Management Relations Through Consultation: The Role of the National Joint Council of the Public Service of Canada,” in B. Kaufman and D. Taras (Eds.), Nonunion

Employee Representation: History, Contemporary Practice, and Policy. Armonk, NY: ME Sharpe. 2000: 328-347.

“Collective Bargaining: Structure, Process and Innovation,” in M. Gunderson, A. Ponak and D. Taras (editors) Union-Management Relations in Canada, 4<sup>th</sup> Edition, Toronto, ON: Addison-Wesley Longman, 2001:234-271.

“The Challenge of Globalization to Canadian Economic and Social Well-Being,” (with M. Abbott) in R. Chaykowski, ed. Globalization and the Canadian Economy: The Implications for Labour Markets, Society, and the State. Kingston, ON: Queen’s University School of Policy Studies. 2001: 1-24.

“The Implications of Globalization for Labour and Labour Markets.” (with Morley Gunderson) in R. Chaykowski, ed. Globalization and the Canadian Economy: The Implications for Labour Markets, Society, and the State. Kingston, ON: Queen’s University School of Policy Studies. 2001:27-60.

“North American Labour Policy Under A Transformed Economic and Workplace Environment,” (with Morley Gunderson) in G. Murray, J. Bélanger, A. Giles, and P-A Lapointe, eds., Work and Employment Relations in the High Performance Workplace. London: Continuum. (2002: 181-211)

Reprinted 2004: “Les politiques du travail nord-américaines dans des environnements conomique et de travail transform” in *L'organisation de la production et du travail : vers un nouveau modle?* sous la direction de/edited by: Gregor Murray, Jacques Bélanger, Anthony Giles et Paul-André Lapointe. Quebec: Presses de l'Université Laval, 2004.

“Globalization and the Modernization of Canadian Labour Policy.” Canadian Public Policy. Vol.28, No.1 (March) 2002: 81-91.

“Government Administered Workplace Surveys and Industrial Relations In Canada.” (with G. Slotsve) Relations industrielles/Industrial Relations. Vol. 57, No.2 (Spring) 2002: 384-392.

“The National Joint Council and the Development and Future of Labour-Management Consultation in the Canadian Federal Public Service,” Workplace Gazette. Vol.5, No.3 (Fall) 2002: 71-86.

“Prospects for the National Joint Council in the Renewal of Labor-Management Relations in the Canadian Federal Public Service.” Canadian Labour and Employment Law Journal. Vol.9, No. 3 2002: 387-413.

“Earnings Inequality and Unions In Canada.” (with George Slotsve). British Journal of Industrial Relations. Vol. 40, No. 3 (September) 2002: 493-520.

“Re-Inventing Production Systems and Industrial Relations: Technology-Driven Transformation in the Canadian Metal Mining Industry.” Journal of Labor Research. Vol. 23, No. 4 (Fall) 2002: 591-613.

“Implications of the Changing Structure of the Economy, Labour Market, and Workplace for Canadian Labour Policy: The Case of Pay Equity.” Saskatchewan Law Review. Vol. 67, No. 2 2004: 459-488.

“Collective Bargaining: Structure, Process and Innovation” in M. Gunderson, A. Ponak and D. Taras (editors) Union-Management Relations in Canada, 5<sup>th</sup> Edition, Toronto, ON: Pearson Addison-Wesley, 2005: 257-292.

“Innovation in Industrial Relations and Workplace Practices Under Increased Canada-US Economic Integration,” (with George Slotsve) in Richard Harris and Thomas Lemieux, eds, Social and Labour Market Aspects of North American Linkages. Calgary: University of Calgary Press. 2005: 229-285.

“Work-Life Balance and the Implications for Individuals, Firms and Public Policy: Towards Squaring the Circle,” IRPP Choices, Vol.12, No.3 (June) (Montreal: Institute for Research on Public Policy) 2006: 26pp.

“Introduction”, with C. Beach, S. Shortt, F. St-Hilaire and A.Sweetman, Ch. 1 in Health Services Restructuring in Canada: New Evidence and New Directions, ed. by C. M. Beach, R.P. Chaykowski, S. Shortt, F. St-Hilaire and A. Sweetman, John Deutsch Institute (McGill-Queen’s Press, 2006), pp. 1-7.

“The Extent of Economic Vulnerability in the Canadian Labour Market and Federal Jurisdiction: Is There a Role for Labour Standards?” (with George Slotsve). Social Indicators Research. Vol. 88, No. 1. 2008: 75-96.

“Collective Bargaining: Structure, Process and Innovation” in M. Gunderson and D. Taras (editors) Canadian Labour and Employment Relations, 6<sup>th</sup> Edition, Toronto, ON: Pearson Addison-Wesley, 2009: 246-282.

“Canadian Labour Policy in the Aftermath of *Fraser*.” Canadian Labour and Employment Law Journal. Vol. 16, No. 2. 2012: 291-312.

“Advancing Labour-Management Relationships and Cooperation.” (with R. Hickey) in R.P. Chaykowski and R.S. Hickey, eds. Building More Effective Labour-Management Relationships. Montreal and Kingston: Queen’s Policy Studies Series, McGill-Queen’s University Press. 2013: 3-12.

“Systemic Pressures on Ontario Public Sector Industrial Relations.” in R.P. Chaykowski and R.S. Hickey, eds. Building More Effective Labour-Management Relationships. Montreal and Kingston: Queen’s Policy Studies Series, McGill-Queen’s University Press. 2013: 13-54.

“Principles in Labour Relations Policy Reform Following the Ontario Commission on the Reform of Ontario’s Public Services” (with R. Hickey.) Canadian Labour and Employment Law Journal. Vol. 17, No. 2. 2013: 379-391.

“Disability Accommodation in Employment: How Does an Aging Population Matter and What Might It Mean for Workplace Law and Policy?” (with K. Banks and G. Slotsve) Canadian Labour and Employment Law Journal. Vol. 17, No. 2. 2013: 295-343.

“From Nonunion Consultation to Bargaining in the Canadian Federal Public Service: Expanding the Bounds of Employee Representation through the NJC.” in P. Gollan, B. Kaufman, D. Taras, A. Wilkinson, editors, Voice and Involvement at Work: Experience with Non-union Representation. (Routledge). 2015: 264-294.

## **Books**

Industrial Relations in Canadian Industry, (co-edited with A. Verma), Toronto, Ontario: Holt, Rinehart and Winston of Canada, Ltd., 1992:491.

Modern Labour Economics: The Canadian Context. New York: Harper Collins, 1994:203. (Canadian Supplement to Ehrenberg/Smith, Modern Labor Economics, Fifth Edition).

Research in Canadian Workers' Compensation (co-edited with T. Thomason). Kingston, Ontario: Queen's University IRC Press, 1995:224.

Transition and Structural Change in the North American Labour Market (co-edited with Michael Abbott and Charles Beach). Kingston, ON: Queen's University IRC Press and John Deutsch Institute, 1997:356.

(Selected by the Industrial Relations Section, Princeton University, list of 'Noteworthy Books in Industrial Relations and Labor Economics,' 1997.)

Contract and Commitment: Employment Relations in the New Economy (co-edited with Anil Verma). Kingston, ON: Queen's University IRC Press. 1999: 354.

Women and Work (co-edited with Lisa Powell). Kingston, ON: John Deutsch Institute, Queen's University. 1999: 304.

R. Chaykowski, ed. Globalization and the Canadian Economy: The Implications for Labour Markets, Society, and the State. Kingston, ON: Queen's University School of Policy Studies. 2001: 312.

Modern Labour Economics: Theory and Public Policy, Canadian Edition, (with R.G. Ehrenberg and R.S. Smith) Pearson Education Canada. 2004: 560.

Health Services Restructuring in Canada: New Evidence and New Directions, (co-edited with C. Beach, S. Shortt, F. St. Hilaire, and A. Sweetman) Kingston ON: John Deutsch Institute, Queen's University; and Montreal: IRPP) 2006: 378.

Building More Effective Labour-Management Relationships. (Co-edited with R. Hickey) Montreal and Kingston: Queen's Policy Studies Series, McGill-Queen's University Press. 2013.

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## Monographs, Reports and Proceedings

Pay Equity Legislation: Linking Economic Issues and Policy Concerns, Editor, Research and Current Issues Series No. 59, Industrial Relations Centre, Queen's University, Kingston, 1990:47.

A Review of Canadian and American Training Practices (with Brian Lewis). Kingston, Ontario: Queen's University IRC Press, 1994:42.

Compensation Practices and Outcomes in Canada and the United States (with Brian Lewis). Kingston, Ontario: Queen's University IRC Press, 1995:37.

Worker Representation in the Era of Trade and Deregulation (co-edited with P.A. Lapointe, G. Vallée and Anil Verma). (Selected papers from the 33rd Annual CIRA Conference). Laval PQ: CIRA 1997:300.

Facilitating Conflict Resolution in Union-Management Relations: A Guide for Neutrals. (with J. Cutcher-Gershenfeld, T. Kochan, and C.S. Merchant). Ithaca, NY: Cornell University ICR and Kingston, ON: Queen's University IRC Press. (SPIDR Track II ADR in the Organized Workforce) 2000:34.

Non-Standard Work and Economic Vulnerability, CPRN Vulnerable Workers Series – No/3 (March) (Ottawa. Canadian Policy Research Networks). 2005: 67pp.

Reform of the Conduct and Structure of Labour Relations in the Ontario Broader Public Service: Report to the Commission on the Reform of Ontario's Public Service. (with R. Hickey). Kingston, ON: Queen's University School of Policy Studies (Industrial Relations Series). 2012: 135 pp.

Costing Collective Agreement Proposals: An Instructional Guide. (with R. Hickey and B. Sweeney) Kingston, ON: Queen's University School of Policy Studies (Industrial Relations Series). 2013.

## Guest Journal Editor

Co-editor (with Anthony Giles)

Relations Industrielles/Industrial Relations Special Issue on *Globalization, Work and Industrial Relations*, Vol. 53, No. 1 (1998).

Co-editor (with Lisa Powell)

Canadian Public Policy. Vol. 25, Supplement on *Women in the Canadian Labour Market*, November. (1999)

Co-editor (with Christopher Ferrall)

Canadian Public Policy, Vol. 34, Supplement on *Income, Inequality and Immigration*. May. (2013).

## Areas in Progress

- Banting, K.G., R.P. Chaykowski, and S.F. Lehrer, eds. 2014. *Thinking Outside the Box*. Montreal and Kingston: Queen's Policy Studies Series, McGill-Queen's University Press.
- "Tom Courchene: Innovative Thinking in Canadian Policy." (with K. Banting and S. Lehrer). In K. G. Banting, R.P. Chaykowski, and S.F. Lehrer, eds., *Thinking Outside the Box*. Montreal and Kingston: Queen's Policy Studies Series, McGill-Queen's University Press.
- Disability and the Extent of Workplace Accommodation (with K. Banks and G. Slotsve).
- Unionization and Disability Accommodation Shortfalls in Canada (with K. Banks and G. Slotsve).
- "Can Labour Market Disability Legislation Effectively Address Accommodation Shortfalls in the Workplace?" (with K. Banks and G. Slotsve).
- "Globalization and Industrial Relations in Canada: Case of Vale-Inco".
- "Labour Arbitration: Achieving Timely and Effective Dispute Resolution in a Radically Changed Environment." (with K. Banks and G. Slotsve) (in progress).

## Articles in Periodicals, Professional, Technical and Other Publications/Papers

IR/HR Practices in the Mining Industry: A Survey of Current Developments in North America, Kingston, Ontario: Industrial Relations Centre, Queen's University, 1991.

“The Challenge to Industrial Relations in the Mining Industry: Developing a Competitive Strategy,” CRS Perspectives, Number 39 (April 1992):2-14.

Also: a) Published by the Industrial Relations Centre, Queen's University, Kingston, Ontario, 1992; b) Excerpt in Mining Industry Employment Update, Energy, Mines and Resources Canada, September 1992.

“Research in Canadian Workers' Compensation,” (with T. Thomason) in J. Burton's Workers' Compensation Monitor, Vol. 7, No. 5 (September/October), 1994:28-31.

Also:

Reprinted in J.F. Burton, Jr. (editor) and T.P. Schmidle (associate editor) 1995 Workers' Compensation Yearbook. Horsham, PA: LRP Publications. 1994.

The Changing Workplace: Challenges for Public Policy, (with Gordon Betcherman). Ottawa, ON: Human Resources Development Canada, Strategic Policy Applied Research Branch, Research Paper R-96-13E. September 1996:47.

“Not Going Quietly,” The Financial Post: Post 2000, Report on the Nation, 1997. Pp. 8, 12, 13.

Fostering Human Resources in the “New” Economy: Challenges to the Way Ahead. Kingston ON: Queen's University IRC Press, 1997.

“Work-Related Stress and Absenteeism,” (LMPP Report). Workplace Gazette, Vol. 6, No. 2 (Summer 2003): 49-57. Extract of a report prepared for the CAW and the St. Lawrence Seaway under HRDC Labour-Management Partnership Program funding (with Karen Bentham and George Slotsve).

“Employer-Sponsored Training by Firm Size,” (with George Slotsve). HRDC – IC – SSHRC Skills Research Initiative Working Paper 2003 B-02 (September 2003).

“Unionization, Training and Technology Related Skills Development,” (with George Slotsve) HRDC – IC – SSHRCC Skills Research Initiative Working Paper B-05 (2005).

“Appendix C: Research Review Relating To Fair Wage Policies: Canadian and American Evidence and Current Policies.” in Impact of Fair Wage Policies on the Construction Industry. (J. O'Grady, in association with T. Armstrong and R. Chaykowski) (Toronto: Ontario Construction Secretariat. (March 2006) pp. 113-178.

“Canada-U.S. Comparative Analysis of Employer-Supported Training: A Case Study of the Rail Transportation Industry.” HRDC – IC – SSHRCC Skills Research Initiative Working Paper B-07 (2006).



“Firm Provision of Training: Establishment Level Analysis.” HRDC – IC – SSHRCC Skills Research Initiative Working Paper B-12 (2006).

### **Articles in Academic Proceedings**

“Implementing Pay Equity in the Unionized Sector,” in Michael Abbott, ed., Pay Equity: Means and Ends, Kingston, Ontario: John Deutsch Institute, Queen's University, 1990: 83-98.

“The Impact of Technological Change on Work Organization and Wages: A Case Study in the Canadian Telecommunications Industry,” (with N. Bolton) in D. Carter, ed., Women and Industrial Relations (Proceedings of the 28th Conference of the Canadian Industrial Relations Association). 1992: 117-134.

“Canadian Industrial Relations in Transition,” (with Anil Verma) published as a communication in Communication Abstracts, International Industrial Relations Association, 9th World Congress, 1992. Based on “Industry-level Lessons for Research: Evidence from Canadian Industrial Relations,” presented at the 1992 International Industrial Relations Association, Ninth World Congress, Sydney, Australia.

“The Course of Change in Canadian Industrial Relations: The Traditional System in Transition,” (with Anil Verma) in T. Kuttner, ed., The Industrial Relations System: Future Trends and Developments (Proceedings of the 29th Conference of the Canadian Industrial Relations Association). 1993:605-616.

“Comment” on “Compensation of Physicians in Canada,” by T. Mackenzie, W. Tholl, G. Brimacombe, in Bryne Purchase (editor) Competitiveness and the Cost of Public Services. Kingston, Ontario: School of Policy Studies. 1993: 63-68.

“Workplace Changes Under NAFTA,” in “Panel Discussion: NAFTA on the Shop Floor,” in K. Roberts and M. Wilson, eds. Policy Choices: Free Trade Among NAFTA Nations. East Lansing, MI: Michigan State University Press. 1996: 279-283.

“Workforce Transition and the Older Worker,” in A. Joshi and E. Berger, eds., Aging Workforce, Income Security and Retirement: Policy and Practical Implications. (Proceedings of the 12th Annual McMaster Summer Institute on Gerontology.) Hamilton, ON: McMaster University Office of Gerontological Studies. 1996: 9-13.

“Free Trade, Labor Markets and Industrial Relations: Institutional Developments and the Research Agenda,” (with A. Verma, R. Smith, M. Sandver, K. Ready, M. Gunderson, and L. Compa) in P. Voos, Editor, Industrial Relations Research Association Proceedings. 48th Annual Meeting 1996: 421-442.

“Industrial Relations in the Era of Freer Trade: Research Directions Arising from the North American Agreement on Labour Cooperation,” in Anthony Giles, Anthony Smith and Gilles Trudeau (eds.) The Globalization of the Economy and the Worker (Selected papers from the 32nd Annual CIRA Conference). Quebec, QC: CIRA. 1996: 141-144.

“Innovation and Cooperation in Canadian Industrial Relations: Preparing for NAFTA,” in Labor-Management Cooperation: Legal, Social and Productivity Dimensions. Proceedings of the United States-Mexico-Canada Conference on Labour Law and Industrial Relations (Washington, D.C., September 19-20, 1994), under the 1994 Cooperative Work Program, North American Agreement on Labour Cooperation of NAFTA. U.S. Bureau of International Labor Affairs, U.S. National Administrative Office (USNAO No. 96-1) (January). 1996: 63-85.

“Industrial Relations in Canadian Freight Rail: Prospects for the Twenty-First Century,” in J. Jones and A. Steward (Eds.) The New Environment in Freight Rail. Kingston ON: School of Policy Studies, Queen's University 1999: 41-64.

Comment, on “Overcoming Past History to Negotiate New Relationships.” By C. Moore. In M.L. Coates, ed., State of the Art and Practice in Dispute Resolution. Kingston, ON: Queen's University Industrial Relations Centre. 2002: 67-70.

## **Book Reviews**

Review of Conflict or Compromise: The Future of Public Sector Industrial Relations, Mark Thompson and Gene Swimmer, eds., Montreal, Quebec: The Institute for Research on Public Policy, 1984, in Industrial and Labour Relations Review, Vol. 40, No. 1, October 1986.

Review of Collective Bargaining and the Public Interest: A Welfare Assessment by David Winch, McGill-Queen's University Press, 1989, in Labour/Le Travail, Vol. 28, Fall 1991.

Review of Economics of Employment and Earnings by Christopher J. Bruce, Scarborough: Nelson, Canada, 1990, in Industrial and Labour Relations Review, Vol. 44, No. 4, July 1991.

Review of An Injury to All: The Decline of American Unionism by Kim Moody, New York: Verso, 1988, in Journal of Labour Research, Vol. 13, No. 1, Winter 1992.

Review of Labour Market Regimes and Patterns of Flexibility: A Sweden-Canada Comparison. By A. van den Berg, B. Furåker and L. Johansson, 1997, in Relations industrielles, Vol. 54. No. 3. 1999.

Review of The Future of Private Sector Unionism in the United States. by James T. Bennett and Bruce E. Kaufman, editors. Armonk, NY: M.E. Sharpe. 2002. in Industrial and Labor Relations Review, Vol. 56. No. 4. Pp.731-733.

Review of: John T. Addison and Claus Schnabel, eds., International Handbook of Trade Unions. Northampton, MA: Edward Elgar. 2003. in Industrial and Labor Relations Review, Vol. 58, No. 4 (July) 2005 pp. 653-654.

## Research Conducted for Government Commissions

Government of Canada. *Pay Equity Task Force*.  
Research Papers (2002):

- “Achieving Pay Equity Under a Transformed Industrial and Employment Relations System”;
- “Pay Equity and the Implications of Changes in Business Ownership and Union Certification”;
- “Implementing Pay Equity in the Context of Emerging Workplaces and Employment Relationships.”

Government of Canada. *Commission on the Review of Federal Labour Standards*.  
Research Papers (2005):

- “Canadian Workers Most in Need of Labour Standards Protection:  
A Review of the Nature and Extent of Vulnerability in the Canadian Labour Market and Federal Jurisdiction”
- “Employment Conditions and Work Arrangements in Federal Jurisdiction Industries:  
Comparative Analysis of Employee and Employment Characteristics of Workers Related to the Federal Jurisdiction, using the Workplace and Employee Survey and the Labour Force Survey.”

Government of Ontario, *Commission on the Reform of Ontario’s Public Services*,  
Research Paper (2011):

- “Reform of the Conduct and Structure of Labour Relations in the Ontario Broader Public Service.” (with R. Hickey)

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## Completed Working Papers

"Merit Pay for School Superintendents?", (with R.G. Ehrenberg and R.A. Ehrenberg), National Bureau of Economic Research Working Paper No. 1954, (July 1986).

"The Determination of Wage Compensation and Mobility Patterns within Unionized Firms," (with G.A. Slotsve), Queen's Papers in Industrial Relations No. 1987-10, School of Industrial Relations, Queen's University, November 1987.

"The Determination of Nonwage Collective Bargaining Outcomes in the Canadian Private Sector," Queen's Papers in Industrial Relations, No. 1988-7, School of Industrial Relations, Queen's University, July 1988.

"An Analysis of Factors that Influence Preferences for Alternative Bargaining Outcomes," Queen's Papers in Industrial Relations, No. 1989-4, School of Industrial Relations, Queen's University, March 1989.

"The Empirical Formulation of Nonwage Collective Bargaining Outcomes," Queen's Papers in Industrial Relations, No. 1988-8, School of Industrial Relations, Queen's University, July 1988.

"Employee Perceptions of Organizational Practices and the Impacts of Plant Modernization: A Canadian Case Study," (with G. Slotsve), Sloan School of Management Working Paper No. 2107-89, Massachusetts Institute of Technology, March 1989. Revised August 1989.

"Wage Compensation and Mobility Patterns within Unionized Firms: The Role of Internal Labour Markets," (with G. Slotsve), Sloan School of Management Working Paper No. 2100-88, Massachusetts Institute of Technology, December 1988. Revised December 1990.

"The Impact of Technological Change on Work Organization and Wages: A Case Study in the Canadian Telecommunications Industry," Queen's Papers in Industrial Relations, No. 1990-7, School of Industrial Relations, Queen's University.

"An Approach for Jointly Analyzing Grievance Filing and Decisions," (with G. Slotsve), Queen's Papers in Industrial Relations, No. 1991-1, School of Industrial Relations, Queen's University, January 1991.

"Male Jobs, Female Jobs, and Gender Gaps in Benefits Coverage," (with Janet Currie), National Bureau of Economic Research Working Paper, No. 4106 (June 1992).

"A Model of Vote Choice Incorporating Turnout" (with G. Slotsve, S. Dash and P. Fett). Department of Economics and Business Administration Working Paper No. 93-W05. Vanderbilt University (September 1993).

## Research and Conference Grants/ Contracts

Advisory Research Committee, Queen's University

"A Case Study of the Internal Labour Market of a Unionized Canadian Industrial Firm," (1986; \$3,000).

Canadian Donner Foundation (CDF) and Ontario Ministry of Labour (OML), 1989

- (1) "The Response of Labour to the Transformation of North American Health Care," (with H.L. Komisar), CDF \$8,400; OML \$5,000.
- (2) "The Restructuring of the North American Mining Industry," CDF \$8,400; OML \$5,000.

Advisory Research Committee, Queen's University

"Firm Compensation Policies and Employee Compensation," (with M. Abbott), (1990; \$3,744).

Social Sciences and Humanities Research Council of Canada

"Industrial Relations in Canadian Industry," (with A. Verma), Conference Grant, School of Industrial Relations, Queen's University, April 25, 26, 1991, (1991; \$7,000).

Social Sciences and Humanities Research Council of Canada

"An Empirical Investigation of Changes in the Distribution of Earnings: A Distribution-Free Approach," (with Charles Beach (Principle Investigator) and George Slotsve), (1991; \$67,000).

"Challenges to Workers Compensation in Canada," (with T. Thomason), Conference, April 1993, School of Industrial Relations, Queen's University.

Funding Sources:

- (1) Commission de la santé et de la sécurité du travail du Québec (\$3,000).
- (2) Institut de recherche en santé et en sécurité du travail du Québec (\$4,220).
- (3) The Workers' Compensation Board of Ontario (\$2,500).
- (4) Ontario Workers' Compensation Institute (\$10,000).

National Joint Council of the Public Service of Canada

"The Development of the National Joint Council of the Public Service of Canada: 1974-1994," (1994; \$4,000).

"Firm-Level Responses in Canadian Industrial Relations and Human Resources Management," School of Industrial Relations, Queen's University, September 30, October 1, 1994.

Funding Sources:

- 1) Social Sciences and Humanities Research Council of Canada, Conference Grant (1994; \$4,500)
- 2) Human Resources Development Canada: Labour-Management Partnerships Program (1994; \$10,000).

Contract Agreement to establish Canadian Workplace Research Network (with G. Betcherman and A. Verma). Human Resources Development Canada: Labour Management Partnerships Program (1996; \$47,000).

Contract Agreement to continue funding of the Canadian Workplace Research Network. Human Resources Development Canada: Labour Management Partnerships Program (1997; \$100,000).

Social Sciences and Humanities Research Council of Canada, “An Empirical Investigation of Canadian Union and Non-Union Distribution of Earnings,” (with George Slotsve) (1998; \$30,500).

Human Resources Development Canada, Labour-Management Partnerships Program. “Cooperative Workplace Labour Relations Adjustment: Performance Assessment Framework,” (1999-2001; \$93,366).

Contract Agreement through Canadian Workplace Research Network. Human Resources Development Canada, Labour Program. Roundtable on “Globalization of the Economy: The Implications for Labour Markets, Society and the State. May 23 and 24, Ottawa (2001: \$74,900)

Human Resources Development Canada, Labour Program, Strategic Policy and International Labour Affairs. “Emerging Labour Market and Employment Developments Under Globalization.” (2001: \$11,300)

Human Resources Development Canada (HRDC)/Industry Canada (IC) “Innovation and Response in Industrial Relations and Workplace Practices under Increased Canada-US Economic Integration” (with G. Slotsve) (2002: \$8,400)

Statistics Canada. “Analysis of the Relevance and Appropriateness of the WES to Address Future Research Themes in an Inter-disciplinary Fashion. (2003: \$5,000)

Human Resources Development Canada. “Skill Development in the Workplace: Unionization and Technology-Related Skill Development.” (with G. Slotsve) (2003:\$14,400)

Human Resources Development Canada and Industry Canada. “Employer-Sponsored Training By Firm Size.” (with G. Slotsve) (2003:\$21,584)

Canadian Policy Research Networks and Law Commission of Canada. “Labour Policy and Vulnerable Workers” (with Guylaine Vallée) 2003-2004.

“Analysis of the Determinants of Firm Provision of Training in Canada: Establishment-Level Analysis,” (with George Slotsve) for CERF “Conference on the Evolving Workplace” (2004: \$5000)

Human Resources and Skills Development Canada. “Sector-Based Canada-U.S. Comparative Analysis of Employer-Supported Training: A Case Study of the Transportation Industry.” (2004: \$17,600)

Human Resources and Skills Development Canada. “Sector Based Analysis of Small and Large Firms’ Support for Training.” (with G. Slotsve) (2004:19,200).

“Research Review Relating To Fair Wage Policies: Canadian and American Evidence and Current Policies.” Research Review conducted for Prism Economics and Analysis for the Ontario Construction Secretariat. (2005: \$15,000)

Human Resources and Skills Development Canada. “Addressing Canada’s Labour Market Challenges.” Report Prepared for HRSDC (2005: \$11,500).

Industry Canada. “Business Strategies and Firm Performance.” (with G. Slotsve) (2007: \$49,000)

Ministry of Finance, Government of Ontario. “Report to the Commission on the Reform of Ontario’s Public Services.” (with R. Hickey) (2011: \$29,770)

Ministry of Government Services, Government of Ontario. “Instructional Costing Guide” (“General Collective Bargaining Costing Toolkit For Broader Public Sector Agencies.”) (with R. Hickey and B. Sweeney). (2012: \$56,370)

National Academy of Arbitrators Research and Education Foundation (Berkeley, California) “Labour Arbitration: Achieving Timely and Effective Dispute Resolution in a Radically Changed Environment.” (with K. Banks and G. Slotsve) (2012: \$25,000)

Greater Toronto Electrical Contractors Association.  
“Implications of Labour Market Trends in the ICI- Construction Sector and Changes in Technology on Workplace Organization, Processes and Skills.”  
(with R. Hickey) (2014:\$145,600)

Ontario Construction Secretariat.  
“Innovation in Industrial Relations in the Unionized Ontario  
ICI- Construction Sector: Resolving Jurisdictional Disputes and No-Strike/Lockout Protocols”  
(with R. Hickey) (2015: \$36,400)

### **Conferences and Roundtables Organized**

"Industrial Relations in Canadian Industry," (with Anil Verma), School of Industrial Relations, Queen’s University, Kingston Ontario, April 1991.

"Challenges to Workers’ Compensation in Canada," (with T. Thomason), School of Industrial Relations, Queen’s University, Kingston Ontario. April 1993.

"Firm-Level Responses in Canadian Industrial Relations and Human Resources Management," (with A. Verma), School of Industrial Relations, Queen’s University, Kingston Ontario. September 1994.

"Forum on Canadian Workplace Practices," (with Human Resources Development Canada), University of Ottawa, Ottawa Ontario. March 1995.

"Transition and Structural Change in the North American Labour Market," (with C.M. Beach and M. Abbott), John Deutsch Institute and Industrial Relations Centre, Queen's University, Kingston Ontario. May 1995.

"Women and Work," (with L. Powell), John Deutsch Institute at Queen's University and Canadian Workplace Research Network, Kingston Ontario, April 1998.

"Labour Policy in the Next Millennium," (with A. Starkman), Council of Administrators of Labour Law and Canadian Workplace Research Network, Summerside PEI, September 1998.

Forum on "Globalization of the Economy: The Implications for Labour Markets, Society and the State. (with Gordon Clark) Canadian Workplace Research Network. International Research Development Centre, 250 Albert Street . Ottawa Ontario. May 2001.

"Health Services Restructuring: New Evidence and New Directions" (co-organized with C. Beach, S. Shortt, F. St-Hilaire, and A. Sweetman) Organized by: Centre for Health Services and Policy Research (Queen's University), Institute for Research on Public Policy (Montreal), John Deutsch Institute for the Study of Economic Policy (Queen's University) and School of Policy Studies (Queen's University). Kingston, Ontario. November 2005

"Innovation in Collective Bargaining and the Labour-Management Relationship." (with R. Hickey) School of Policy Studies (Queen's University) Kingston Ontario. April 2010 [Conference attended jointly by members of the Ontario Public Service and OPSEU.]

"Income, Inequality and Immigration." (with Christopher Ferrall) John Deutsch Institute (Queen's University) Kingston, Ontario. September 30/October 1, 2011.

Roundtable on Potential for Reform of the Conduct and Structure of Labour Relations in the Ontario Broader Public Service (BPS). September 2011, School of Policy Studies, Queen's University, Kingston, Ontario. (Co-organizer with R. Hickey). (conducted as part of the 2011 project for the Ministry of Finance, Government of Ontario. "Report to the Commission on the Reform of Ontario's Public Services." (with R. Hickey).

"Innovation in Collective Bargaining and the Labour-Management Relationship II." (with R. Hickey) School of Policy Studies (Queen's University) Kingston Ontario. January 2012 [Conference attended jointly by members of the Ontario Public Service and OPSEU.]

"In the Wake of the Drummond Report and Ontario Budget: Prospects for Reform of Industrial Relations in the Ontario Broader Public Sector." (with Kevin Banks). Queen's University, School of Policy Studies and Centre for Law in the Contemporary Workplace. Toronto, June 2012.

"Thinking Outside the Box: A Conference in Celebration of Thomas J. Courchene." (with K. Banting and S. Lehrer). Queen's University, School of Policy Studies. Kingston Ontario. October 2012.



## **Academic and Professional Activities**

Occasional Academic Review Services for:

Industrial and Labour Relations Review  
Industrial Relations  
Canadian Journal of Economics  
Relations Industrielles  
Canadian Business Economics  
Canadian Public Policy  
British Journal of Industrial Relations  
Gender, Work and Organization  
University of Toronto Press  
McGill-Queen's University Press  
McGraw-Hill Publishers  
ITP Nelson  
NAALC Secretariat, Dallas  
Human Resources Development Canada  
Canadian Policy Research Networks (for Oxford UP publication)  
Social Sciences and Humanities Research Council of Canada  
Humanities and Social Sciences Federation of Canada, Aid to Scholarly Publications Programme

OGS Review Committee for Ontario Ministry of Colleges and Universities, 1988, 1989

Reviewer of Research Grant Proposals for SSHRC of Canada (occasional)

Member of Advisory Network, Canadian Labour Market and Productivity Centre Task Force on Workplace Change, 1993/1994

Member, Research Advisory Committee, Sectoral Councils Project, Centre for the Study of Living Standards (Ottawa, Ontario), 1995

Member, Canadian Industrial Relations Association (CIRA) Program Committee, 33rd Annual Conference, May 29-31, 1996 (Brock University, Ontario)

Member, Industrial Relations Research Association (IRRA) NAFTA Committee, 1996

Co-founder, Canadian Workplace Research Network (CWRN), 1995-96

Member of the Society of Professionals in Dispute Resolution Taskforce on ADR in the Organized Workforce, 1998.

Co-chair, Advisory Board, Canadian Workplace Research Network (CWRN) (secretariat housed in Human Resources Development Canada) 1995-2003

Member, Statistics Canada and Human Resources Development Canada. “Advisory Committee on the Workplace and Employee Survey.” 1999-2001

Canadian Industrial Relations Association. Nominating Committee. 2002-2003.

External Reviewer, Statistics Canada, Assessment of Inter-disciplinary Research Prospects of Workplace and Employee Survey. 2002.

External Reviewer, Human Resources Development Canada, Proposed Evaluation Strategy of the Sectoral Partnerships Initiative (SPI). 2003/04

External Expert, Human Resources and Skills Development Canada. “Assessment and Advice on HRSDC Labour Program Performance Indicators.” Report Prepared for HRSDC. (2005)

External Reviewer on Panel to Review the *Workplace Skills Initiative*. Human Resources and Skills Development Canada. (2011/12).

Evaluation Participant, Evaluation of the Workplace Dispute Prevention and Resolution Program (WDPR), of the Federal Mediation and Conciliation Service (FMCS), Human Resources and Skills Development Canada (HRSDC). 2013.

## **Invited Speaker**

Queen's University, Department of Economics Careers Day, 1992, 1993

Noranda Inc. Industrial Relations Forum, 1992

Kerr Addison Mines Ltd./Minnova Ltd., 1992

Conference Board of Canada, Council of Human Resource Executives, 1992

CP Rail, 1992

Conference Board of Canada, Council of Industrial Relations Executives, 1992

Sonoco Limited, 1992

Government of Canada, Inter-ministerial Meeting of Deputy Ministers, Ottawa, 1993

Inter-University Congress in Human Resources Management and Industrial Relations, Montreal, 1993

Government of Canada, Labour Canada, Ottawa, 1993

National Joint Council of the Public Service of Canada, Ottawa, 1993

Canadian Association for Business Economics and Ottawa Economics Association, Fifth Annual Policy Conference, Ottawa, 1993

First Atlantic Human Resources Conference and Training Event, Halifax, N.S., 1993

Institute for Public Policy and Social Research, Michigan State University. Panelist for Conference on "NAFTA: Free Trade Among Nations - Implications for Michigan." East Lansing, Michigan. 1994.

McMaster University, Annual Summer Institute on Gerontology, Hamilton, 1995.

Ontario English Catholic Teachers Association, Leadership Conference, Toronto, 1995.

Government of Canada. Human Resources Development Canada, Labour Program Management Team Retreat, Ottawa, 1995.

Canadian Labour Market and Productivity Centre, Board of Directors, Ottawa, February 1996.

CIRA Newfoundland Chapter, 4th Annual Forum, "Alliances for Workplace Change," June 1996.

Conference Board of Canada. Council of Industrial Relations Executives, Toronto, October 1996.

Canadian Telephone Employees' Association. Representatives Meeting, Toronto, March 1997.

Canada Post Corporation, Corporate Performance Review, Ottawa, April 1997.

Consulting and Audit Canada. "New Directions in Labour-Management Relations," Ottawa, June 1997.

Government of Canada. Human Resources Development Canada, Federal Mediation and Conciliation Service, Staff Conference, Ottawa, September 1997.

Conference Board of Canada, Round Table on Contingent Work and Labour Relations (invited participant), Toronto, March 1998.

Government of Canada. Human Resources Development Canada, Federal Mediation and Conciliation Service, Panel Presenter, 1999 Federal-Provincial Mediators' Conference. Ottawa, January 1999.

Government of Canada. Human Resources Development Canada, Federal Mediation and Conciliation Service, Panel Speaker, Conference on "Industrial Relations Challenges in the Federal Jurisdiction." Aylmer, PQ, September 1999.

Conference Board of Canada. Industrial Relations Roundtable 2000, Ottawa, October 1999.

Conference Board of Canada. Council of Industrial Relations Executives, Toronto, 1999.

Government of Canada. Human Resources Development Canada, Labour, Panel Speaker, Conference on "Leading the Labour Program into the New Century." Gray Rocks, PQ, November 1999.

Queen's University. Kingston, Ontario. Canada/Denmark Leadership Symposium. October 2000.

Suncor Limited, Executive Meeting, 2001.

Society of Energy Professionals and International Federation of Professional and Technical Engineers. Seminar. Toronto, Ontario. June 2003.

Fraser Milner Casgrain, National Labour and Employment Group. 2003.

Conference Board of Canada. Council of Industrial Relations Executives, Toronto, 2003.

Government of Quebec, Commission de l'quit salariale, Montreal, 2003.

Government of Ontario, Pay Equity Commission, Toronto, Ontario, 2004.

Canadian Bar Association 2004 Canadian Legal Conference, Winnipeg, Manitoba, 2004 (session sponsored by the Law Commission of Canada).

Elementary Teachers' Federation of Ontario and Canadian Teachers Federation, Conference on Teacher Collective Bargaining, Toronto, Ontario. 2005.

Government of Canada. HRSDC Policy Forum. 2005.

Canadian Medical Association. National Health Policy and Negotiations Conference. Ottawa, 2005.

Government of Canada. Federal Mediation and Conciliation Service. Conference. Ottawa. 2007.

Government of Canada. NRCan Labour –Management Symposium, Keynote Address. Cornwall, Ontario. 2008.

Government of Canada. Industry Canada. Presentation on Innovation. Ottawa, Ontario. 2008.

Western Transportation Advisory Council (WESTAC). Annual Meeting. Regina, Sask. 2010.

ORC Worldwide. Canada Labour and Employee Relations Network. Spring Session. Toronto, Ontario. 2010.

Canadian Electricity Association, Human Resources Committee Labour Relations Symposium. Toronto, Ontario. 2011.

Lancaster House. Panelist in “Bargaining in the Broader Public Sector Conference.” Toronto, Ontario. 2011.

Canadian Electricity Association, Human Resources Committee Labour Relations Symposium. Toronto, Ontario. 2012.

## **Expert Evidence/Testimony**

### **BC Health Services (decided by SCC):**

Expert on behalf of Applicant in Charter Case 2002. In The Supreme Court Of British Columbia:

- The Health Services And Support - Facilities Subsector Bargaining Association, The Health Services And Support - Community Subsector Bargaining Association, The Nurses' Bargaining Association, The Hospital Employees' Union, The B. C. Government And Service Employees' Union, The British Columbia Nurses' Union, et al [Plaintiffs] v. Her Majesty The Queen In Right Of The Province Of British Columbia [Defendant]

Vancouver Registry No. L020810

### **Withler (Re: Public Service Superannuation Act; Supplementary Death Benefits Regulations) (decided by the SCC):**

Expert on behalf of Applicant in Charter Case. 2005. In The Supreme Court Of British Columbia,

- *Withler* [Applicant] v. *Attorney General of Canada*, [Defendant]

Vancouver Registry No. L010910 and

- *Fitzsimonds* [Applicant] v. *Attorney General of Canada*, [Defendant]

Vancouver Registry Number L011356.

### **Ontario Agricultural Workers (decided by the SCC):**

Expert on Behalf of Respondent in Charter Case. 2005. In Ontario Superior Court of Justice:

- Michael J. Fraser et al v. Attorney General of Ontario [Respondent]

Court File No. 04-CV-266277CM2.

### **RCMP:**

Expert of Behalf of Respondent in Charter Case. 2006. In Ontario Superior Court of Justice:

- Mounted Police Association of Ontario and BC Mounted Police Professional Association v. Attorney General of Canada [Respondent]

Court File No. 06-CV-311508PD2.

### **Overtime Class Action:**

Expert on Behalf of Defendant in Proceeding Under the Class Proceedings Act, 1992. 2008. In Ontario Superior Court of Justice:

- Dara Fresco and Canadian Imperial Bank of Commerce [Defendant]

Court File No. 07-CV-334113CP

**Overtime Class Action:**

Expert on Behalf of Defendant in Proceeding Under the Class Proceedings Act, 1992. 2009. In Ontario Superior Court of Justice:

- Michael Ian McCracken and Canadian National Railway Company [Defendant]  
Court File No. 08-CV-351183-CP

**Ontario Justices of the Peace Fifth Remuneration Commission – Referral of IAI Issue:**

Expert Report, 2010: “*Report on the Appropriate Calculation of the Salary Adjustment for Ontario justices of the Peace under the Ontario Regulation 247/94 for the Period April 1, 2008 through March 31, 2010.*”

**Overtime Class Action:**

Expert on Behalf of Defendant in Proceeding Under the Class Proceedings Act, 1992. 2011. In Ontario Superior Court of Justice:

- Michael Brown and Brian Singer and Canadian Imperial Bank of Commerce [Defendant]  
Court File No. CV-08-00365119CP

**Pay Equity Hearing:**

Expert on Behalf of Defendant in Ontario Pay Equity Hearings Tribunal Proceeding. 2014. Service Employees International Union Local 1 Canada v. Participating Nursing Homes" - And - Ontario Nurses' Association v. Participating Nursing Homes" [Defendant] Proceeding before the Ontario Pay Equity Hearings Tribunal (PEHT FILES: 1507-11-PE and 3696-10-PE)

**Ontario Energy Board Hearing:**

Expert on Behalf of Ontario Power Generation. 2014. In The Matter Of the Ontario Energy Board Act, 1998, S.O. 1998, c. 15, Sched. B; And In The Matter Of an application by Ontario Power Generation Inc. pursuant to section 78.1 of the Ontario Energy Board Act, 1998 for an order or orders determining payment amounts for the output of certain of its generating facilities. [Ontario Energy Board (File No. EB 2013-0321)]

## **Public Service Activities (Participant)**

Government of Canada, Federal Mediation and Conciliation Service. Rapporteur for Round Table on Interest-Based Bargaining, Ottawa, 1994.

Government of Canada. Canadian Facilitator, Workshops on Labour Law and Practice. 1994 Cooperative Work Program, North American Agreement on Labour Cooperation: La Jolla, California, 1994.

Government of Canada. Conference on Labour Law and Industrial Relations (“Labour-Management Cooperation: Legal, Productivity and Social Dimensions”). 1994 Cooperative Work Program, North American Agreement on Labour Cooperation. Washington, D.C. 1994. Canadian Presenter and Panelist.

Government of Canada. Workshop on “The Right to Organize and Freedom of Association,” 1995 Cooperative Work Program, North American Agreement on Labour Cooperation, Washington. D.C., 1995. Member, Canadian Delegation.

Parliament of Canada. House of Commons Standing Committee on Human Resources Development and the Status of Persons with Disabilities. Ottawa. February 1998. Invited Speaker.

Government of Canada. Minister of Labour’s Retreat on “Modernizing Labour Policy.” Meech Lake, PQ. 2001. Participant.

Government of Canada. HRDC Labour Program. Labour Policy Consultation. Hull, PQ. May 2002. Participant.

Government of Canada. Pay Equity Task Force. Pay Equity Symposium. Ottawa, Ontario. January 2003. Participant.

Government of Canada. HRSDC. Roundtable on Policy Options for Vulnerable Workers. Meech Lake, PQ. 2004. Participant.

Government of Canada. HRSDC. *Federal Commission on the Review of Federal Labour Standards*, Academic Consultation on Changes in the Canadian Workforce and Workplace, and Their Implications for the Regulation of Labour Standards.” Federal Labour Standards Review. Toronto, Ontario. March 2005. Participant.

Government of Canada. 2008. HRSDC – Labour. *Focused Study on the Causes and Impact of Work Stoppages in the Federal Private Sector*. Informal consultation roundtable of industrial relations experts, Queen’s University. Kingston Ontario. Participant.

Government of Canada. House of Commons Standing Committee on Human Resources, Skills and Social Development and the Status of Persons with Disabilities. Ottawa. May 2013. Invited Witness.



## **Academic and Conference Presentations**

Canadian Industrial Relations Association Meetings, 1991, 1992, 1994 (joint with CEA), 1996, 2001, 2002, 2013

Canadian Economics Association Meetings, 1994, 1995, 2003, 2004

Eastern Economics Association Meetings, 1987, 1988, 1990

Industrial Relations Research Association, 1996

McGill University, 1989, 1993

University of Pittsburgh, 1988

Massachusetts Institute of Technology, 1988

Cornell University, 1988 (2), 1990, 1992, 1999

University of Toronto, Centre for Industrial Relations, 1987, 1989, 1991 (2)

Queen's University, John Deutsch Institute Policy Forum, 1990

Queen's University, Centre for Resource Studies, 1991, 1993

National Bureau of Economic Research (Cambridge, MA), 1992

Project on Innovative Employment Relations Systems Conference, Michigan State University, IRRA, and Federal Mediation and Conciliation Service (Detroit, MI), 1993

Queen's University, John Deutsch Institute, Conference for the Bell Canada Papers on Economic and Public Policy, 1993

Queen's University, School of Policy Studies Conference on, "Labour Market Polarization and Social Policy," 1994

University of Toronto, Centre for International Studies, 1995

Queen's University, John Deutsch Institute and Industrial Relations Centre Conference on, "Transition and Structural Change in the North American Labour Market," 1995

Centre for the Study of Canadian Living Standards Conference on "Emergence of Sectoral Councils in Canada," Montreal, 1996

Queen's University School of Policy Studies Conference on "New Environment in Freight Rail," 1997.

Laval University and Canadian Workplace Research Network Conference on, “Industrial Relations in the New Workplace,” Quebec, 1997.

Canadian Association of Administrators of Labour Legislation and Canadian Workplace Research Network. Conference on “Labour Policy in the New Millennium.” Summerside, PEI, September 1998.

Centre for the Study of Living Standards. Conference on “State of Living Standards and the Quality of Life in Canada.” Ottawa, October 1998.

University of Toronto, Centre for Industrial Relations. “International Conference on Union Growth,” April 30-May 1, 2001.

Human Resources Development Canada and Industry Canada. Conference on “Social and Labour Market Aspects of North American Linkages.” Montreal, Quebec, 2002.

Human Resources Development Canada and Industry Canada and SSHRCC Partnership on Skills, Roundtable on Employer-Supported Training in Canada. Ottawa, 2003.

University of Saskatchewan, College of Law, Conference on “Employment and Labour Law and Policy for the New Millennium: Promises and Paradoxes,” Saskatoon, March 5, 6, 2004.

Institute for Research on Public Policy, Montreal, Quebec, Roundtable on “Work-Life Balance in the Early 21<sup>st</sup> Century.” May 2004.

Laval University. Quebec. International Colloquium: Citizenship At Work? Thinking the Workplace of the Future. June 2004.

University of British Columbia, Faculty of Law. Canadian Association of Law Teachers Annual Meeting. June 2005.

Conference on the Evolving Workplace. Ottawa. (Sponsored by: Canadian Employment Research Forum, Human Resources and Skills Development Canada, Labour-Management Partnership Program (HRSDC-Labour), Industry Canada and Statistics Canada). September 2005.

Queen’s University, School of Policy Studies. Training Conference on “Innovation in Collective Bargaining and the Labour-Management Relationship.” Kingston, Ontario: April 2010

Queen’s University, Faculty of Law, Centre for Law in the Contemporary Workplace, Workshop on the Implications of the SCC *Fraser* Case. Kingston. June 2011.

Queen’s University, Faculty of Law, Centre for Law in the Contemporary Workplace, Workshop on Labour Arbitration as Access to Justice. Toronto. April 2011.

Queen’s University, School of Policy Studies. Training Conference on “Innovation in Collective Bargaining and the Labour-Management Relationship II.” Kingston Ontario. January 2012

Queen's University, Faculty of Law, Centre for Law in the Contemporary Workplace, Conference on "Shades of Grey: Law and Aging in the Contemporary Workplace." Toronto. April, 2012.

Queen's University. School of Policy Studies and Centre for Law in the Contemporary Workplace, Workshop on "In the Wake of the Drummond Report and Ontario Budget: Prospects for Reform of Industrial Relations in the Ontario Broader Public Sector." Toronto, June 2012.

Queen's University, Faculty of Law, Centre for Law in the Contemporary Workplace, Workshop on "The Right to Strike: What Are the Implications of Saskatchewan Federation of Labour v. Saskatchewan" Kingston. April 2015.