

## Labor-Management Conference Registration

**Register Early—Limited Seating**

Name \_\_\_\_\_

Company/Union \_\_\_\_\_

Address \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_

State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_

Fax \_\_\_\_\_

Email \_\_\_\_\_

### Registration Fee:

\$50.00 advance registration

\$40.00 for co-sponsors

\$60.00 at the door

Please make checks payable to Rutgers University  
and mail to

Laura Walkoviak  
Rutgers University  
Labor Education Center  
50 Labor Center Way  
New Brunswick, NJ 08901

Email: lawalkoviak@work.rutgers.edu  
Phone 732-932-9503, Fax 732-932-8677

**RUTGERS**  
School of Management  
and Labor Relations

Labor Studies & Employment Relations Dept.  
50 Labor Center Way  
New Brunswick, NJ 08901

# RUTGERS

School of Management  
and Labor Relations

Fifth Rutgers  
Labor-Management  
Partnership Conference

## Labor and Employment Relations: A Time for Change?



Thursday  
December 10, 2009

Labor Education Center  
Rutgers University

*We would like to thank the NJEA  
for its generous support for this  
conference.*

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The Rutgers University School of Management and Labor Relations is pleased to invite you to the Fifth Labor-Management Partnership Conference, sponsored by the Rutgers Labor-Management Partnership Committee and co-sponsored by the New Jersey Education Association and by the New Jersey Chapter of the Labor and Employment Relations Association. This year's theme – "Labor and Employment Relations: A Time for Change?" -- considers several issues important to labor relations and employment relations nationally and in New Jersey.

Panel I examines the use of interest arbitration to determine the content of collective bargaining agreements & the use of card checks as a method of union organization. Both approaches are contained in the proposed federal Employee Free Choice Act & are used in the public sector in NJ. Cornell University Prof. David Lipsky discusses recent research on the use of interest arbitration in the public sector nationally. Rutgers University Prof. Adrienne Eaton reports on card check recognition in the New Jersey public sector. Then NJ lawyers extraordinaire Richard Loccke & Gerald Dorf present their views – guaranteed to be provocative and conflicting.

Panel II examines labor market issues that have become increasingly important in recent years. New Jersey Commissioner of Labor & Workforce Development David Socolow discusses Who Are Employees? – which involves issues such as the misclassification of employees as independent contractors by some employers in order to avoid payroll taxes & the misclassification of nonsupervisory employees as exempt employees in order to avoid overtime and minimum wage provisions. Rutgers University Prof. Janice Fine examines Are Workers Receiving Adequate Protection in the Labor Market? – which includes concerns not just for workers for but for responsible employers and unions.

The keynote speech by Wilma Liebman, Chairman of the National Labor Relations Board, is entitled "The NLRB: Poised for Change." Ms. Liebman has served on the Board since 1997, after being appointed by President Clinton & reappointed by President Bush. The NLRB has operated with only two members for almost two years, but with new members nearing Senate confirmation, changes in the legal rules governing union organizing & collective bargaining appear imminent.

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## Agenda

### 8:30 am—9:00 am Registration and Continental Breakfast

9:00 am—10:45 am

#### Panel I: Brewing Controversies?

Interest Arbitration and Card Recognition in the Public and Private Sectors.

Professor Paula Voos, Rutgers University,  
Panel Chair

Professor David Lipsky, Cornell University  
Professor Adrienne Eaton, Rutgers University  
Gerald L. Dorf, Esq. Representing Management  
Richard D. Loccke, Esq. Representing Labor

### 10:45 am—11:15 am Networking Break

11:15 am—12:15 pm

#### Panel II: Who are Employees?

Misclassification of Employees as Independent Contractors. Misclassification of Nonsupervisory Employees as Exempt. And are Employment Laws Being Enforced to Protect Workers, Responsible Employers, and Unions?

Professor Tracy Chang, Rutgers University,  
Panel Chair

Commissioner David J. Socolow  
NJ Dept. of Labor & Workforce Development  
Professor Janice R. Fine, Rutgers University

### 12:15 pm—1:15 pm Lunch

### 1:15pm—2:30 pm Keynote Speaker

#### "The NLRB: Poised for Change"

Wilma Liebman  
Chairman, National Labor Relations Board

For updates check: <http://smlr.rutgers.edu>

\$50.00 advance registration

\$40.00 for co-sponsors

\$60.00 at the door

Includes Continental Breakfast and Lunch

**Register Early—Limited Seating**

The conference will be held in the Auditorium of the Labor Education Center, 50 Labor Center Way, in New Brunswick. Directions can be found at

<http://maps.rutgers.edu/directions.aspx?id=179>

### Planning Committee:

Les Aron, UMDNJ

Laurel Brennan, NJ AFL-CIO

William Dwyer, PSEG

Vince Giordano, NJEA

Larry Henderson, NJ PERC

Gary Kendellen, Arbitrator

Michael Lightner, NLRB, NJ Region 22

John Sweeney, FMCS

Jeffrey B. Tener, Arbitrator

Curt Wary, NJ School Boards Association

Steven Weissman, Attorney

Charles Wowkanech, NJ AFL-CIO

### Rutgers University Members:

John F. Burton, Jr.

Adrienne Eaton

David Finegold, Dean

Contact: Laura Walkoviak

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