CAWLS 2018
5th Conference of the Canadian Association for Work and Labour Studies
University of Regina
30 May – 1 June

DIVERSITY IN STRUGGLE:
Fighting for equity in the workplace and the labour movement

ACETS 2018
5e congrès de l’Association canadienne d’études du travail et du syndicalisme
Université de Regina
30 mai – 1er juin

LA DIVERSITÉ DANS LES LUTTES :
le combat pour l’équité dans les milieux de travail et dans le mouvement syndical
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McMaster University
Larry Savage
Brock University

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Simon Black
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Local Arrangement Coordinator // Représentante locale
Alison Braley-Rattai
Brock University

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Communications
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Simon Fraser University
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University of Regina

Cover Design // Conception de la couverture
Valérie Yobé
École multidisciplinaire de l’image
Université du Québec en Outaouais
## Conference at a Glance
//
**Le congrès en un clin d’œil**

### May 29 // 29 Mai

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>14:00-17:00</td>
<td>Learning from labour: Saskatchewan-led union education (RI-101.6)</td>
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### May 30 // 30 Mai

<table>
<thead>
<tr>
<th>Time</th>
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<tbody>
<tr>
<td>9:30-10:00</td>
<td>Refreshments // Rafraîchissements</td>
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<tr>
<td>10:00-12:00</td>
<td>Opening Plenary // Plénière d’ouverture (RI-119)</td>
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<tr>
<td>12:00-13:30</td>
<td>Lunch Break // Pause dîner</td>
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<tr>
<td>13:30-15:00</td>
<td>Migrant Workers (RI-208) Gender, ‘Race’, and Skill (RI-108)</td>
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<tr>
<td>15:00-15:15</td>
<td>Refreshments // Rafraîchissements</td>
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<tr>
<td>15:15-16:45</td>
<td>Work and ‘Race’ (RI-208) New Directions in Work and Labour Studies (RI-108)</td>
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<tr>
<td>18:00</td>
<td>CAWLS-CCLH Pub Night // Soirée ACETS-CCHT</td>
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### May 31 // 31 Mai

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<tr>
<th>Time</th>
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<tbody>
<tr>
<td>9:00-10:30</td>
<td>Labour, Law, and Collective Bargaining (ED-210) Work and Care (ED-215)</td>
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<tr>
<td>10:30-10:45</td>
<td>Refreshments // Rafraîchissements</td>
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<tr>
<td>10:45-12:15</td>
<td>Politics of Public Sector Work (ED 210) Injured Workers (ED-215)</td>
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<tr>
<td>12:15-13:00</td>
<td>Lunch Break // Pause dîner</td>
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<tr>
<td>13:30-15:00</td>
<td>Constructions of Worker Solidarity (ED-210) Work and Labour in Latin America (ED-215)</td>
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<tr>
<td>10:00-15:15</td>
<td>Refreshments // Rafraîchissements</td>
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<tr>
<td>17:00-18:00</td>
<td>Annual General Meeting // Assemblée générale</td>
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<tr>
<td>18:00-20:00</td>
<td>Awards Ceremony &amp; Banquet // Remise des prix &amp; banquet</td>
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### June 1 // 1er Juin

<table>
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<tr>
<th>Time</th>
<th>Event</th>
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<tr>
<td>9:00-10:30</td>
<td>Precarious Work (ED-210) Authors Meet Critics (CL-434)</td>
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<tr>
<td>8:45-10:15</td>
<td>Authors Meet Critics (CL-434)</td>
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<tr>
<td>10:30-10:45</td>
<td>Refreshments // Rafraîchissements</td>
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<tr>
<td>10:45-12:00</td>
<td>Keynote Address // Conférencier invité (ED-193)</td>
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Learning from labour: Saskatchewan-led union education
RI-101.6 Atrium

This event features an interactive session on equity and intersectionality provided by the Prairie School for Union Women. The presentation will be followed by a conversation with national and provincial labour leaders highlighting Saskatchewan-led social movements.

Speakers: Barb Byers, Order of Canada, Member of UNWomen’s Executive Director’s Advisory Group and Past Secretary-Treasurer of Canadian Labour Congress; Larry Hubich, President, Saskatchewan Federation of Labour; Yvonne Hotzak, RN, Facilitator of Unionism on Turtle Island, Prairie School for Union Women; Cindy Hanson, Associate Professor, Adult Education, and President, Canadian Research Institute for the Advancement of Women, University of Regina.

Defying Expectations
The Case of UFCW Local 401
Jason Foster
208 pages 978-1-77199-199-5 paper $34.95 • ebook available

In this study of UFCW Local 401, Jason Foster investigates a union that has had remarkable success organizing a group of workers that North American unions often struggle to reach: immigrants, women, and youth. By examining not only the actions and behaviour of the local’s leadership and its members but also the narrative that accompanied the renewal of the union, Foster shows that both were essential components to legitimizing the leadership’s exercise of power and its unconventional organizing forces.

American Labour’s Cold War Abroad
From Deep Freeze to Détente, 1945–1970
Anthony Carew
504 pages 978-1-77199-211-4 cloth $49.99 • ebook available

“Drawing on decades of original research, Anthony Carew’s magisterial survey provides the definitive account of American labour’s role in the Cold War. Spanning the origins of the East-West conflict, its expansion into the Third World, and the dawn of détente, American Labour’s Cold War Abroad profoundly deepens and extends our understanding of both the ‘global Cold War’ and modern labour history.”

—Hugh Wilford, author of The Mighty Wurlitzer and America’s Great Game
Knowledge for Transforming the World of Work

- PhD in Labour Studies
- MA in Labour Studies
- BA Hons. in Labour Studies
- Unifor-McMaster Labour Studies Certificate
- HDLC-McMaster Labour Studies Certificate
**MAY 30**  
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**30 MAI**

<table>
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<tr>
<th>Time</th>
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</table>
| 10:00  | **Opening Plenary // Plénière d’ouverture**  
**RI-119**  
Challenging Whiteness:  
Anti-Racism and Decolonization from Labour Studies to the Labour Movement |
| 10:00  | Moderator // Modérateur: Simon Black (Brock University)                     |
|        | Panelists // Panélistes: Chris Mulhall (SEIU West), Tanya Ferguson (Workers United), Geraldina Polanco (McMaster University) |
|        | In keeping with the theme of this year’s conference, “Diversity in Struggle: Fighting for Equity in the Workplace and the Labour Movement”, this opening plenary brings together labour movement activists and labour studies scholars to engage with the question of: What does an anti-racist and decolonized labour studies/labour movement look like? |
| 13:30  | Migrant Workers // Travailleurs migrants  
**RI-208**  
Farha Akhtar (University of Saskatchewan), Andrew Stevens (University of Regina) and Sean Tucker (University of Regina), “Health, housing, and occupational safety challenges amongst migrant workers in Saskatchewan”  
Edward Dunsworth (University of Toronto), “Precarious Workers, Persistent Resistance: Memory, Race, and Identity in Caribbean Migrant Farmworkers’ Oral History Recollections of Workplace Resistance in Ontario”  
Manuel Salamanca (McGill University), “Quebec Unions and the organizing processes of racialized immigrant workers”  
Ed Thomas (York University) and Ev Ellis (University of Toronto), “‘Di Only Panty I See is Mi Wife’: Nocturnal Rumblings in Canada’s Seasonal Agricultural Workers Program” |
| 15:00  | Refreshments // Rafraîchissements                                           |
| 15:15  | **Gender, ‘Race’ and Skill**  
**RI-108**  
Marcia Braundy (University of British Columbia), “Best Practices to Increase Women’s Successful Participation in Apprenticeship and the Skilled Trades: From Historical to Current Moments”  
Rukmini Borooah Pyatt (University of Guelph), “Understanding the Work Experiences of Skilled Immigrant Women”  
Ruth Repchuck (McMaster University), “Gender and Interpersonal Relations in the Workplace: The Impact of Gender Composition on Social Support and Interpersonal Conflict” |
Alexandru Caldararu (University of Alberta), “Labour Education and “The Pedagogy of Solidarity”: Towards a Decolonized Class Struggle in Canada”

Brianna Hilman (University of Calgary), “‘I don’t care if you’re bright green’: Discourses on the absence of discrimination and diversity in skilled trades”

Andrew Stevens (University of Regina), “Migrant labour in petro-capitalism: Union interactions with foreign workers in Saskatchewan”

Alison Braley-Rattai (Brock University), “Can we Disentangle the Bad of Unpaid Internships from the Good of Voluntarism?”

Adam D.K. King (York University), “From Owner to Unemployed: Assessing the Failure of Worker Ownership in Kingston, Ontario”

Mark Johnson (University of Alberta) and Jamie Woodcock (London School of Economics), “Transforming Play into Work: The Careers of Video Game Live Streamers on Twitch.tv”

Véronique Émond Sioufi (Simon Fraser University), “#Unions: Canadian Unions & Social Media”

CAWLS/CCLH Pub Night // Soirée sociale ACETS-CCHT
Victoria’s Tavern (James Room), 1965 Hamilton St., Regina
Global Labour Research Centre

The Global Labour Research Centre at York University focuses on the study of work, employment, and labour in a changing global economy. We bring together faculty researchers and graduate students with unions and community-based organizations to explore the way work is changing and how workers can respond effectively to those changes.

Research Themes include: Work, Employment & Labour Rights | Labour, Migration & Citizenship | Work, Employment & Gender Relations | Revitalization of Workers’ Movements

Email | glrc@yorku.ca
Web | www.yorku.ca/glrc
Facebook | www.facebook.com/glrcyork
Twitter | @GLRC_York
## Labour Law and Collective Bargaining

**9:00**
- Alison Braley-Rattei (Brock University), “Congratulations, you’ve won a Right to Strike, now what? SFL v Saskatchewan, International Labour Law, and Canada’s Statutory Strike Models”

**10:30**
- Simon Black (Brock University), “Make Child Care Great Again: Whiteness, Anti-Unionism, and the Unmaking of Home Care Worker Unionism”
- Kendra Strauss (Simon Fraser University) and Feng Xu (University of Victoria), “At the Intersection of Urban- and Care-Policy: The Invisibility of Eldercare Workers in the Global City”

## The Politics of Public Sector Work

**10:45**
- Paul Gray (Brock University), “Allies on the Inside: The Role of Public Sector Workers in Democratizing the State”
- Ruth Repchuck (McMaster University) and Jane Stinson (Canadian Research Institute for the Advancement of Women), “Changing Public Services: The Impact of Changes to Secure Employment on Women Working in the Public Sector”

## Injured Workers

**12:15**
- Bob Barnetson (Athabasca University), Jason Foster (Athabasca University) and Jared Matsunaga Turnbull (Alberta Workers’ Health Centre), “Bring out your dead: Media influence on worker perceptions of injury”
- Wentao Li (University of Calgary) and Gregor Wolbring (University of Calgary), “Employment of Occupational Concepts within Return to Work”
- Robert Storey (McMaster University), “‘By The Numbers’: Disciplining the Pain of Injured Workers”
### Constructions of Worker Solidarity

**Ed:** ED-210

- **Christo Aivalis** (University of Toronto), “Aaron Roland (A.R.) Mosher and the Long History of Canadian Labour Nationalism”
- **Thomas Collombat** (Université du Québec en Outaouais) and **Sophie Potvin** (Université du Québec en Outaouais), “Building Regional Labour Solidarity: Challenges and Perspectives”
- **Alejandro Pachon** (CUPE Alberta), “Monitoring and Enforcement in Canada’s Trade-Related Labour Agreements: Policy Failure or Wasted Opportunity”
- **Kaitlin Peters** (York University), “#NoTimmiesTuesday: The Role of Nationalism in Inciting Collective Mobilization Against Tim Hortons’ Cost-Cutting Measures”

### Work & Labour in Latin America

**Ed:** ED-215

- **Julio César Becerra Pozos** (Universidad Autónoma Metropolitana-Iztapalapa), “Working in a México City bar: Youth, gender and phenotype as factors in the unequity on night life workplaces”
- **Gabriela Castillo Raga** (Queen’s University), “Breadwinning Mothers: contesting gender norms and workers’ experiences in Chile”
- **John Hayes** (York University), “Commercial Mining, Rural Change, and the Precarity of Organized Labour in Oaxaca, Mexico”

### The Dynamics of Anti-Unionism

**Ed:** ED-210

- **Simon Black** (Brock University), “Anti-Unionism in Professional Sport: The Case of Major Junior Hockey”
- **Stephanie Ross** (McMaster University), “Understanding Worker Anti-Unionism”
- **Larry Savage** (Brock University) and **Nick Ruhloff-Queiruga** (Osgoode Hall Law School), “Organizing Against the Odds: Anti-Unionism in Niagara’s Casino Sector”

### Work, Labour & Religion

**Ed:** ED-215

- **Rupi Minhas** (York University), “The politics of labor mobilization: Caste and religious divisions within the Indian labor movement”
- **Maria Power** (University of Liverpool) and **Chris Baker** (Goldsmiths, University of London), “Ghosts in the Machine: Beliefs, Values and Worldviews in the Workplace and Business Environment”

### CAWLS Annual General Meeting

**Ed:** ED-210

17:00 CAWLS Annual General Meeting // Assemblée générale annuelle de l’ACETS

18:00 CAWLS Banquet and Awards // Banquet de remise des Prix de l’ACETS

19:00 Copper Kettle, 1953 Scarth St., Regina
CUPE – MAKING PROGRESS FOR WORKERS SINCE 1963
cupe.ca

CUPE helps workers move forward through progressive bargaining, political activism, mobilizing on important social issues and building fairness and respect for all.

We are proud to help build a more equal and inclusive Canada every day.
JUNE 1 // 1er JUIN

9:00
9:30
10:00
10:30
11:00
11:30
12:00

Precarious Work
Lisa Allen (University of British Columbia), “Precarious faculty in Canadian higher education institutions: An unsustainable trend”
Sherry Breshears (Simon Fraser University), Daniel Dunford (Simon Fraser University) and Aisha Ravindran (Simon Fraser University), “Stories of Contingent Academic Labour: A Trioethnography”
Grace Maich (Brock University), “Precarious Work and Insecure Families: Isolation and the Reproduction of Individualism”

Authors Meet Critics
Unions in Court: Organized Labour and the Charter of Rights and Freedoms
Authors: Larry Savage (Brock University) and Charles W. Smith (St. Thomas More College, University of Saskatchewan)
Critics: Alison Braley-Rattai (Brock University), Peter Graefe (McMaster University)
Jointly sponsored session with the Canadian Political Science Association // Panel conjoint avec l’Association canadienne de science politique

Refreshments // Raïfraîchissements

Keynote Address // Conférencier invité
Larry Rousseau
Executive Vice-President // Vice-président exécutif
Canadian Labour Congress // Congrès du travail du Canada
"Reflections on the Fight for Equity in Canada’s Labour Movement”
Jointly sponsored with the Society for Socialist Studies // Conférence conjointe avec la Société d’études socialistes
Larry Rousseau
Executive Vice-President // Vice-président exécutif
Canadian Labour Congress // Congrès du travail du Canada

Larry Rousseau was elected as CLC Executive Vice-President at the CLC’s 28th Constitutional Convention in May 2017. Previously, he served two terms as the Regional Executive Vice-President of the Public Service Alliance of Canada’s National Capital Region, and one term as the Regional Vice-President of PSAC’s Union of National Employees.

A long-time federal public service worker, Larry’s first experience in the labour movement was when he started as a filing and stockroom clerk in the mail room of the Canadian Labour Congress at the age of 18. Shortly thereafter, he was elected shop steward for the Office and Professional Employees International Union Local 225 (now COPE).

He went on to earn a master’s degree in Public Administration from l’École nationale d’administration publique in Quebec, and became an employee of Statistics Canada.

Larry has a long history of trade union and political activism, particularly on issues like labour relations, health and safety, human rights, and equity. His involvement in the LGBTQ2SI, anti-racism and peace movements has been an integral part of his engagement and commitment to social justice.
Thank you

//

Merci

We would like to begin by acknowledging that the land on which we gather is Treaty 4 and Treaty 6 territory and the traditional territory of the Cree and Saulteaux, Assiniboine and Métis.

CAWLS also wishes to thank the following organizations for their support to its 2018 Conference

Athabasca University Press
Canadian Union of Public Employees // Syndicat canadien de la fonction publique
Department of Labour Studies, Brock University
Fernwood Publishing
Global Labour Research Centre, York University
Labour Studies Program, Simon Fraser University
LabourStart
National Union of Public and General Employees
Ontario Confederation of University Faculty Associations // Union des associations des professeurs des universités de l'Ontario
Ontario Secondary School Teachers’ Federation // Fédération des enseignantes-enseignants des écoles secondaires de l'Ontario
School of Labour Studies, McMaster University
United Food and Commercial Workers

Committed to protecting the quality of education in Ontario universities

OCUFA

Ontario Confederation of University Faculty Associations
Union des Associations des Professeurs des Universités de l'Ontario

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