



Cornell University  
School of Industrial and Labor Relations

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## ANNOUNCING THE CORNELL SEMINAR ON: MONITORING FREEDOM OF ASSOCIATION

# MAY 15-16, 2008

## NEW YORK CITY

The 2008 seminar on **MONITORING FREEDOM OF ASSOCIATION (FOA) AND COLLECTIVE BARGAINING UNDER CORPORATE CODES OF CONDUCT** will take place at Cornell ILR School's New York City office at 16 E. 34th street in Midtown Manhattan. Class runs 9:30 a.m. to 5:00 p.m. on Thursday, May 15th and Friday, May 16th.

Led by Cornell faculty and guest lecturers, the seminar continues its focus at "the thorniest area of labor standards monitoring:" freedom of association, the right to organize, and the right to collective bargaining. As one practitioner explained:

*"We can teach monitors how to audit payroll records for proper overtime pay or measure for air pollution in a factory. It's much harder for them to understand and monitor for freedom of association, the right to organize, and collective bargaining. This is the area of greatest need for training and development in the labor standards monitoring field."*

Building on the lessons learned from the previous seminar, this year's seminar on freedom of association provides considerable new content, yet maintains the focus on a practice oriented treatment of standards, and best practices in the field. **Participation is limited to 25 persons to ensure a seminar-style learning and exchange experience.**

### **The 2008 seminar will focus on:**

- FOA now and in the future – a review of the current status of FOA monitoring, its limitations, and how to move into a new mode of monitoring for FOA;
- Drawing lines between employer opposition to worker organizing, employer neutrality toward worker organizing, and employer encouragement of worker organizing – what is legitimate and how does it play out in practice;
- The institutional development of labor relations in key regions and countries, with some focus on China and India;

- Analysis of recent controversial freedom of association monitoring cases;
- Important current legal and policy liability issues;
- Practitioner perspectives.

### **This seminar series is relevant for leaders in:**

- Corporations, trade unions and NGOs involved in workers' rights;
- Stakeholder code of conduct organizations;
- Independent monitor and auditor groups;
- Government and international agency officials responsible for labor issues.

**NOTE:** The seminar is designed for strategic planners, managers, advocates and policy makers; it is not a monitor training session.



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## MONITORING FREEDOM OF ASSOCIATION

### FACULTY LEADERS



**LANCE COMPA** is a Senior Lecturer at Cornell University's ILR School where he offers courses on domestic U.S. labor law and on international labor law. Before joining the Cornell faculty in 1997, Compa was the first Director of Labor Law and Economic Research at the Secretariat of the labor commission established by the North American Free Trade Agreement (NAFTA). Prior to his 1995 appointment to the NAFTA labor secretariat, Compa taught labor law, employment law and international labor rights as a Visiting Lecturer at Yale Law School and the Yale School of Management. He also practiced international labor law for unions and human rights organizations with the International Labor Rights Fund in Washington, D.C. He worked for many years as a trade union organizer before moving to international labor law practice and scholarship.

Compa has written widely on trade unions, international labor rights, and other topics for a variety of law reviews and journals of general interest. He is co-editor of *Human Rights, Labor Rights, and International Trade* (University of Pennsylvania Press, 2003). In the 1970's, 80's and 90's he carried out extensive labor rights research and reporting in Central and South America. He has served as a consultant to the Labor Ministry of Cambodia, and is also the principal author of recent AFL-CIO reports on workers' rights in Mexico, Sri Lanka, and China.



**SAROSH KURUVILLA** is Professor of Collective Bargaining, Comparative Industrial Relations, and Asian Studies in the Cornell University's ILR School. He joined Cornell's faculty in 1990. Professor Kuruvilla comes to academia after a career in corporate labor relations and human resources in a British Multinational Corporation. He obtained his doctorate in business administration from the University of Iowa in 1989. His research interests focus broadly in the area of comparative industrial relations. His research is policy oriented, focusing on the relationship between economic development strategies of countries and their labor and human resource policies. In this area, he has been a consultant to the ILO, the World Bank, and several Asian governments. More recently, he has been focusing his research on international labor standards as well as on outsourcing. He also works with corporations and labor unions internationally.

A full account of the first (2005) seminar is available at the following website:

[www.ilr.cornell.edu/international/news/080905\\_SummaryFreedomOfAssociation.html](http://www.ilr.cornell.edu/international/news/080905_SummaryFreedomOfAssociation.html)

As noted there, participants praised the "safe space" provided by Cornell in a university-based institutional setting on a topic that provokes strong and often contentious passions among actors on all sides.

*"It was great to go back to school, to step back and look at the big picture of what we are doing and how to do it better."*

*"This was not an ivory tower seminar. The seminar leaders have a lot of practical experience to back up their presentations."*

*"People made their points strongly, of course, but to advance the discussion, not to 'score points.' We need more exchanges like this to make monitoring freedom of association a success."*

*"It was good to hear the perspectives of the 'other side' in a seminar like this instead of in press releases and media battles."*



## MONITORING FREEDOM OF ASSOCIATION

### REGISTRATION INFORMATION

#### TRAVEL, LODGING AND MEALS

Travel, lodging and dinner are not included in the registration fee. We will reserve a limited block of hotel rooms at the nearby Jolly Hotel Madison Towers for conference participants who desire them. To make reservations, call the Jolly Madison at (212) 802-0600. Be sure to mention that you are a part of the Cornell ILR Group to receive the discounted group rate of \$204 plus taxes (Superior Room) or \$280 plus taxes (Deluxe Room). The hotel is located at the corner of 38th Street and Madison Ave, a short 5 minute walk from the Cornell Conference Center.

Breakfast and lunch for seminar participants are included in the registration fee. Breakfast and lunch will be provided on-site to enable informal group discussions and to keep the program on schedule.

#### PROGRAM FEES

LEVEL 1: Registrants from for-profit corporations, for-profit monitoring organizations, government organizations, and international organizations: \$2,500.00

LEVEL 2: Registrants from NGOs, non-profit monitoring organizations, trade unions, and other non-profit groups: \$1,500.00

#### DEPOSIT POLICY

You may pay in full to secure a place in the seminar. Full payment registrants will have priority for available spaces in order of payment.

You can choose to be billed for a deposit in the amount of one-half the registration fee to hold a place behind full payment registrants. This payment will be due April 18, 2008. The second half of the fee will be due May 9, 2008.

#### REFUND POLICY

**IMPORTANT:** *If we do not achieve full seminar enrollment before April 18, 2008, the seminar will not take place and your payment will be refunded.*

On April 18, we will confirm whether the seminar will take place. Registrants who have selected the one-half deposit arrangement will be billed for the balance of the registration fee.

#### CANCELLATION POLICY

Before April 18, 2008 you can cancel your registration and all payments will be refunded.

If you cancel your registration between the April 18, 2008 announcement and April 30, you will receive a refund of one-half the program fee.

Cancellations must be sent in writing to [lap93@cornell.edu](mailto:lap93@cornell.edu) or faxed to (212) 340-2822.

After April 30, 2008, there will be no refunding of the registration fee.

***Organizations may substitute individuals for registered slots at any time without penalty.***

#### TO REGISTER

To register or for more information contact Laura Phillips at (212) 340-2820 or [lap93@cornell.edu](mailto:lap93@cornell.edu). A registration form is available at our website: <http://www.ilr.cornell.edu/globalaborinstitute/educationtraining/FOAtraining/>