

3-6-2012

Workers on the Run: Recession and the Pressure on Workplace Rights - The 34th Annual Kenneth M. Piper Lecture

Katherine S. Newman
Johns Hopkins University

Martin J. Mulloy
Ford Motor Company

Gwynne A. Wilcox
Levy Ratner PC

Follow this and additional works at: <http://scholarship.kentlaw.iit.edu/workplace>

 Part of the [Labor and Employment Law Commons](#)

Recommended Citation

Newman, Katherine S.; Mulloy, Martin J.; and Wilcox, Gwynne A., "Workers on the Run: Recession and the Pressure on Workplace Rights - The 34th Annual Kenneth M. Piper Lecture" (2012). *Institute for Law and the Workplace Lectures*. 23.
<http://scholarship.kentlaw.iit.edu/workplace/23>

This Article is brought to you for free and open access by the Institute for Law and the Workplace at Scholarly Commons @ IIT Chicago-Kent College of Law. It has been accepted for inclusion in Institute for Law and the Workplace Lectures by an authorized administrator of Scholarly Commons @ IIT Chicago-Kent College of Law. For more information, please contact dginsberg@kentlaw.iit.edu.

Kenneth M. Piper Endowment

This lecture is funded by the Kenneth M. Piper Endowment, established by a gift from Mrs. Kenneth M. Piper in memory of her husband. Mr. Piper was a distinguished executive with Motorola, Inc., and Bausch & Lomb, Inc., who made important contributions in human resources and labor relations for more than two decades.

Kenneth M. Piper Endowment Advisory Board

Lisa R. Callaway

Clark Baird Smith LLP

Patricia A. Collins

Asher Gittler & D'Alba Ltd.

Terrence T. Creamer

Franczek Radelet PC

Stanley Eisenstein

Katz, Friedman, Eagle, Eisenstein,
Johnson & Bareck PC

Elaine S. Fox

Seyfarth Shaw LLP

Marisel A. Hernandez

Jacobs, Burns, Orlove & Hernandez

Robert P. Keith

CNA Insurance

Martin H. Malin

Professor of Law, Chicago-Kent College of Law

Michael McAuley

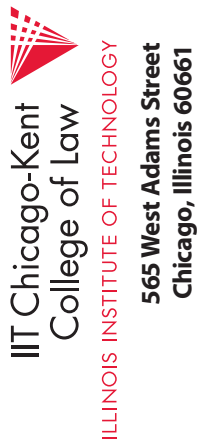
National Treasury Employees Union

Lisa B. Moss

Carmell, Charone, Widmer, Moss & Barr Ltd.

Patricia Costello Slovak

Schiff Hardin LLP



Non-Profit Org
U.S. Postage
PAID
Chicago, IL
Permit No. 7706

34th annual
Kenneth M. Piper Lecture
Tuesday, March 6, 2012 | 11:30am-1:00pm
1.25 hours of IL MCLE credit



Institute for Law and the Workplace

34th annual Kenneth M. Piper Lecture

Tuesday, March 6, 2012 | 11:30am-1:00pm

1.25 hours of IL MCLE credit

“Workers on the Run: Recession
and the Pressure on Workplace Rights”

Lecture Overview

This lecture will discuss the impact of the recent recession, both directly and indirectly, on the rights of workers in the U.S. and internationally. Employers are increasingly relying on temporary/contingent workers, and even unpaid interns who have few job protections and no benefits. This practice negatively impacts the wages and bargaining power of the core labor force as well as overall job creation. Particularly pronounced is the misclassification of jobs and failure to pay minimum wage and/or overtime benefits contrary to contractual requirements. There is evidence that the recession has made it politically acceptable to re-write existing employment agreements, with federal and local governments seeking to reduce payouts to municipal workers, auto workers and others.

Union membership and power have continued to erode, while political attacks on public sector unions have grown. Budget pressures created by declining tax receipts have emboldened those who have long found public sector collective bargaining unacceptable, leading opponents to seek legislative roll backs that diminish protection against layoffs, eliminate benefits, and restrict public employee collective bargaining.

These pressures are not felt exclusively in the U.S., but have ripple effects throughout the world. Because the situation in the U.S. is not unique, what happens overseas matters if jobs can be moved offshore. Thus, the options for U.S. workers to redress this weakening of their rights are hedged by where work could flow.

Two labor and employment leaders will comment on the lecture from employee and management perspectives.

Lecturer



Katherine S. Newman

James B. Knapp Dean, Zanvyl Krieger School of Arts and Sciences
Johns Hopkins University

Katherine S. Newman, a widely published expert on poverty and the working poor, joined Johns Hopkins in September 2010

as the James B. Knapp Dean of the Zanvyl Krieger School of Arts and Sciences. She was previously the Malcolm Stevenson Forbes '41 Professor in the Woodrow Wilson School of Public and International Affairs and the Department of Sociology at Princeton University, where she had taught since 2004. From 2007 until her departure from Princeton, Professor Newman directed the university-wide Institute for International and Regional Studies. She founded and chaired the university's joint doctoral program in social

policy, sociology, and politics and psychology. Previously, during eight years at Harvard University, Professor Newman was the first dean of social science at the Radcliffe Institute for Advanced Study. While there, she designed a university-wide research program in the social sciences, promoting collaboration among faculty from the arts and sciences, public health, medicine, law and education. Professor Newman also has served on the faculties of Columbia University and the University of California, Berkeley.

Professor Newman, who has written or co-authored 11 books has focused much of her scholarly work on the lives of the working poor and mobility up and down the economic ladder. She also has investigated the impact of tax policy on the poor, the history of public opinion's impact on poverty policy, school violence, and the impact of globalization on young people in Italy, Spain, Japan and South Africa, among other issues. Her most recent book (in collaboration with Rourke O'Brien) is *TAXING THE POOR: DOING DAMAGE TO THE TRULY DISADVANTAGED* (University of California Press, 2011), an analysis of the impact of regressive taxation on poverty-related outcomes. Her forthcoming volume, *THE ACCORDION FAMILY* (Beacon Press, 2012) examines global competition in youth labor markets and the prolonged stay in the natal home that is unfolding as a result in Western Europe, Japan and the United States. Professor Newman graduated from the University of California, San Diego, where she majored in sociology and philosophy. She earned a Ph.D. in anthropology from the University of California, Berkeley.

Commentator



Martin J. Mulloy

Vice President, Labor Affairs
Ford Motor Company

Martin J. Mulloy became the vice president of Labor Affairs at Ford Motor Company in 2005. He currently oversees labor policy and negotiations for the company's hourly employees worldwide. He also has responsibility for health care management and the company's collective bargaining with unions worldwide. Prior to serving as vice president, Mr. Mulloy was the executive director of North and South America Labor Affairs, during which time he led Ford's negotiating team during collective bargaining with the United Auto Workers in 2003.

Mr. Mulloy has held a variety of positions at Ford in labor relations and personnel planning for various divisions of the company, including Ford Credit, Electrical Fuel Handling Division and Truck Operations. He has served in management positions for Human Resources, including vice president of

Human Resources for Ford of Australia, a position he assumed in 1996. Mr. Mulloy joined Ford in 1979 as an industrial relations analyst for Ford's Climate Control Division. He earned a master's degree in industrial relations from Wayne State University and graduated *magna cum laude* from Purdue University.

Commentator



Gwynne A. Wilcox

Partner
Levy Ratner PC

Gwynne A. Wilcox is a partner at Levy Ratner PC, where she has worked for over twenty years. Prior to joining Levy Ratner, Ms. Wilcox worked as a field attorney at Region 2 of the NLRB in New York City.

Her practice is devoted to representing unions before the NLRB and other administrative agencies, and in arbitrations, litigation and contract negotiations. Ms. Wilcox currently serves as Assistant General Counsel of 1199SEIU.

A 2009 recipient of the Peggy Browning Fund Lifetime Achievement Award, she is a fellow and board member of the College of Labor and Employment Lawyers, a past president and current advisory board member of the New York City chapter of the Labor and Employment Relations Association, and a member of the Board of the Workers Defense League. Ms. Wilcox recently joined the Peggy Browning Fund's Board of Directors, rejoined the Board of Directors of the AFL-CIO Lawyers Coordinating Committee and has served as a member of the Labor Management Committee of the American Arbitration Association. Ms. Wilcox is also an associate editor of *Developing Labor Law*, and the union program co-chair of the American Bar Association's Committee on Development of the Law Under the National Labor Relations Act.

A frequent author and speaker, Ms. Wilcox earned a J.D. from Rutgers School of Law and a B.A. from Syracuse University.

Program Details

The lecture is free and open to the public. No registration is required. For further information call 312.906.5090, or visit our website at cle.kentlaw.edu

If you have any special needs please contact a CLE staff member at 312.906.5090.