

**Department of Management &
International Consortium for Research in Employment & Work (iCREW),
Centre for Global Business, Monash Business School, Monash University**

Special seminar with two presentations in honour of the late Dr Sandra Cockfield*



11 a.m. Tuesday, 17 March 2020

Room H8.01, Monash University, 900 Dandenong Rd, Caulfield East, Vic., 3145

**1. *Sandra Cockfield's research on industrial relations history:
Its lessons for contemporary policy debates and developments in Australia***

**Peter Sheldon, Professor, School of Management/Director, Industrial Relations
Research Centre, UNSW Business School, University of NSW, Sydney**

**2. *Is Business Winning? President Trump's Impact on Work and Employment
Policy in the USA***

**Professor Paul F. Clark, Director, School of Labor and Employment Relations, Penn
State University, USA**

At the seminar, there will be the launch of a portrait of Sandra and of the inaugural Sandra Cockfield Grant to support a student in our Honours program undertaking a thesis in the broad field of her interests. Several people will speak including: **Professor Ingrid Nielsen**, Head, Department of Management and **Associate Professor Ross Donohue**, Director, Honours Programme, Department of Management. Sandra's colleagues, friends and other interested people are invited to attend. There will be an informal lunch. **Space is limited. If you wish to attend, please [RSVP as soon as possible and before 10 March 2020 using this link.](#)**

More about the presentations

**1. *Sandra Cockfield's research on industrial relations history:
Its lessons for contemporary policy debates and developments in Australia***

Dr Sandra Cockfield's work on Australian industrial relations (IR) history addressed a substantial argument. The field had largely assumed that state systems of labour market regulation – wages boards and compulsory arbitration tribunals – had greatly restricted workers' capacity to collectively mobilise at their workplaces during the early decades of the 20th century. Through three major case studies, Sandra provided a nuanced historical treatment of the diverse conditions that both favoured or inhibited such mobilisation.

Workplace IR could develop under state regulation but it required conditions that fostered or at least did not arrest workers' capacity to achieve collective agency at work. This presentation will use Sandra's findings to interrogate influential arguments for the forced decentralisation of Australia's IR bargaining framework from the late 1980s. Those findings are also important when considering the fate of collective bargaining and representation today when the state either represses or inhibits many forms of previously accepted trade union activity and worker collective behaviour.



Peter Sheldon is a professor in the School of Management and Director of the Industrial Relations Research Centre, UNSW Business School, Sydney. He has published widely on employer strategies and employer associations, focusing on Australia, Italy, Sweden, China, South Korea and Singapore. He also publishes on comparative industrial relations, industrial relations history, and, most recently, on Just Transitions for coal-power workers and communities. Prestigious awards that he has received include the James G. Scoville International/Comparative Industrial Relations Best Paper Award from the Labor and Employment Relations Association (USA). He was one of Sandra's PhD supervisors at Griffith University.

2. Is Business Winning? President Trump's Impact on Work and Employment Policy in the USA

Donald Trump's presidency has dominated headlines around the world to a greater degree than any recent US President. The attention-grabbing headlines, however, have obscured the many significant changes the Trump Administration has made behind the scenes using executive and regulatory powers and legislation. One of the areas where he has had significant impact is in areas of work and employment policy. In almost every case, the actions President Trump has taken have benefitted employers and disadvantaged workers. This includes weakening workplace health and safety, discrimination, and fair pay protections, as well as further shifting the balance of power between unions and management away from employees and to employers. This presentation will focus on the changing American landscape in these areas.



Paul F. Clark is Professor and Director, School of Labor and Employment Relations at Penn State University, USA. His research has focused on employment relations in US healthcare, steel, and coal industries; union structure, government and administration; union member commitment and participation; new union member orientation and socialization; and the globalization of labor markets. His research has appeared in the

leading scholarly journals in industrial and labor relations, applied psychology, and international labor issues. He is the author of three books, including *Building More Effective Unions*, first published by Cornell University Press in 2001, second edition 2009, and the editor of three additional edited books. He has served as a visiting professor at universities in the UK, Australia, and New Zealand and he chairs the US-based University Council of Industrial Relations and Human Resource Programs.

Seminar co-conveners: **Greg Bamber, Marjorie Jerrard & Jeff Shao**

* **Dr Sandra Cockfield** died peacefully on 21 Oct. 2018. Sandra was an exceptional woman – witty, generous and caring, she died much too young following a battle with cancer. She had an extensive knowledge of politics, and was passionate about justice and fairness in her personal and academic life. She leaves behind her a life full of achievements and legacies and is greatly missed by family, friends, colleagues and students. Sandra's higher education was at Griffith University, Brisbane. She was subsequently a talented academic at Monash University, for almost 20 years. Sandra was a dedicated and well-read educator who specialised in the areas of industrial relations, unions and negotiations. Sandra was highly regarded, especially across the Australian industrial relations community. She saw the positive in people and was inclusive of others. Her research on industrial relations had a particular focus on union organisation and strategy, and her thinking was influential in Australia and internationally. Her contributions to the field of research and student learning relating to these topics is substantial and significant. Sandra had a passion for understanding and contributing to sustainability and had also researched and published on sustainable small-scale farming in India. An article that Sandra co-authored with Paul Clark, Greg Bamber and others will be published soon in the *British Journal of Industrial Relations*, one of the world's leading journals in her field. Sandra was committed to providing service to governments and other organisations. The National Tertiary Education Union (NTEU) awarded Sandra Life Membership, a rare honour, which recognised her great service to workplace relations at Monash University and beyond. This included being on the NTEU Enterprise Bargaining Team at Monash for twelve years. The NTEU is establishing the "Sandra Cockfield Award for NTEU Activism" to be awarded annually to a Monash activist. Sandra built a valuable professional reputation and was a co-organiser of activities, for example, with two of her Australian professional societies, the Industrial Relations Society, and the Association of Industrial Relations Academics of Australia and New Zealand. She also contributed as Co-Director, International Consortium for Research in Employment and Work (iCREW), Centre for Global Business, Monash Business School, Monash University. Sandra worked with Monash colleagues to organise two successful iCREW union-academic conferences in 2004 and 2008. Her contributions to such organisations and in many other spheres are greatly missed and will remain part of her legacy long into the future. Sandra was a dear friend and colleague. Time shared with Sandra discussing current affairs were very special. All those who knew her were deeply saddened by her passing, but take comfort and will find joy in the memories of great times shared together. Sandra was an avid traveller. For more on Sandra, see:

<https://www.monash.edu/vale/home/articles/vale-dr-sandra-cockfield>

<https://www.nteu.org.au/uwa/article/Vale-NTEU-activist-Sandra-Cockfield---21013>