



NAME / NOM: Sean O'Brady

DEGREES / DIPLÔMES:

PhD Candidate, School of Industrial Relations, University of Montreal (anticipated completion 2017)

Master of Arts, Public Administration, Carleton University (2012)

Bachelor of Arts, Political Science, Concordia University (2010)

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CURRENT PROFESSIONAL AFFILIATIONS / AFFILIATIONS PROFESSIONNELLES ACTUELLES:

Doctoral Researcher, Interuniversity Research Centre on Globalization and Work (CRIMT)

Visiting researcher, European Trade Union Institute (ETUI)

Graduate Student Representative, Canadian Association of Industrial Relations (CIRA)

Teaching Assistant, School of Industrial Relations, University of Montreal

Chercheur doctoral, Centre de recherche interuniversitaire sur la mondialisation et le travail (CRIMT)

Chercheur invité, Institut syndical européen (ETUI)

Représentant des étudiants des cycles supérieurs, Association canadienne des relations industrielles (ACRI)

Auxiliaire d'enseignement, École de relations industrielles, Université de Montréal

RESEARCH INTERESTS / INTÉRÊTS DE RECHERCHE :

Collective bargaining, actor strategies, working conditions, employee benefits, economic security, and social and labor market policies

Négociations collectives, stratégies d'acteurs, conditions de travail, avantages sociaux, sécurité économique, et politiques sociales et du marché du travail

DOCTORAL RESEARCH PROJECT / PROJET DE RECHERCHE:

Are we witnessing a risk shift in collective bargaining? The focus of my doctoral dissertation will involve examining the manifestations of risk shifts in collective bargaining from a comparative perspective. This involves examining trends in the individualization of risks pertaining to retirement incomes, health care, working time, sick pay, and other risks that affect unionized workers. Furthermore, it also involves examining how firm and union strategies dedicated to addressing these risks have changed over time.

Assistons-nous à un déplacement du risque dans la négociation collective? Au travers d'une analyse comparative, l'objectif de ma thèse sera d'examiner les manifestations de changements de risques dans les négociations collectives. Il s'agira d'un examen des tendances dans l'individualisation des risques liés aux revenus de retraite, aux soins de santé, au temps de travail, aux congés de maladie, et aux autres risques qui touchent les travailleurs syndiqués. En outre, mon projet consistera également à étudier comment les stratégies organisationnelles et syndicales visant à adresser ces risques ont changé au fil du temps.

RESEARCH DIRECTOR / DIRECTEUR DE RECHERCHE :

Dr. Gregor Murray, Director of the Interuniversity research centre on globalization and work and Canada Research Chair for Globalization and the Work

FIELDS OF EXPERTISE / CHAMPS D'EXPERTISE:

Collective bargaining, labor relations, firm and union strategies, human resources practices, negotiation theory, fringe benefits, and social and labor market policies

Négociations collectives, relations du travail, stratégies d'entreprise et syndicale, pratiques de ressources humaines, théorie de la négociation, avantages sociaux, et politiques sociales et du marché du travail

PUBLICATIONS:

Peer reviewed publication

Sean O'Brady, Dr. Marc-André Gagnon, and Alan Cassels. 2015. "[Reforming Private Drug Coverage in Canada: Inefficient Drug Benefit Design and the Barriers to Change in Unionized Settings.](#)" *Health Policy*, 119(2): 224-231.

Book review

Sean O'Brady. 2014. Review of "[The Fissured Workplace: Why Work Became So Bad for So Many and What Can Be Done to Improve It](#)", David Weil (Harvard University Press, 2014), in *Relations industrielles / Industrial Relations*, 69(3): 221-222.

CONFERENCE PRESENTATIONS:

Marc-André Gagnon, Sean O'Brady, and Alan Cassels. "Reforming Private Drug Coverage in Canada: Inefficient Benefit Design and the Barriers to Change in Unionized Settings.", *Canadian Association for Health Services and Policy Research (CAHSPR)*, Montreal, QC, May 28th, 2015.

Sean O'Brady, Dr. Marc-André Gagnon and Alan Cassels. "Understanding Private Sector Drug Benefit Negotiations in Unionized Settings and the Barriers to Change", *50th annual Canadian Industrial Relations Association (CIRA)*, CIRA, Toronto, ON, May 31st, 2013.

Sean O'Brady, Dr. Marc-André Gagnon and Alan Cassels. "Understanding Private Sector Drug Benefit Negotiations in Unionized Settings and the Barriers to Change", *Pharmacare 2020*, University of British Columbia, February 26th, 2013.

Sean O’Brady, Dr. Marc-André Gagnon and Alan Cassels. “The Trouble with Private Drug Plans: Explaining the Appetite for Universal Pharmacare”, *Rethinking Drug Coverage*, Canadian Health Coalition / Carleton University, Ottawa, ON, May 24th, 2013.

PROFESSIONAL PUBLICATIONS (MEDIA CONTRIBUTIONS):

Alan Cassels and Sean O’Brady. “[Canadian Employers Waste \\$5 Billion a Year on Inefficient Drug Coverage](#)”, *Vancouver Sun*, February 10th, 2015.

Sean O’Brady and Phillippe Scrimger. “[Bill 3 is a major setback for labour relations in Quebec](#)”, *Montreal Gazette*, December 8th, 2014.

Sean O’Brady. “[Innovation would avert Quebec student confrontations](#)”, *National Post*, May 28th, 2012.