

The Materiality of Labor Rights: Research and Experience from the United States and Europe

**Christine Shaw
(Moderator)**



As Principal Investment Officer for Corporate Governance & Sustainable Investment, Christine Shaw directs the corporate governance and proxy voting activities on behalf of the Connecticut Retirement Plans and Trust Funds and oversees the evaluation and integration of ESG considerations for the \$46 billion pension plan. Prior to joining the Connecticut Treasury, Christine was a litigation associate with the law firm of Day Pitney LLP, specializing in products liability defense and commercial litigation. She is a member of the board of directors of the Thirty Percent Coalition and Connecticut Health Foundation's Advisory Board and has served as a member of the boards of the United Way of Connecticut, McLean Fund and Hartford Public Library. She holds three degrees from the University of Connecticut: a Bachelor of Arts in Economics & Political Science; a Master of Business Administration; and a Juris Doctor. She is a member of Beta Gamma Sigma International Honor Society and admitted to practice law in Connecticut and the District of Columbia.

Richard B. Freeman



Richard B. Freeman holds the Herbert Ascherman Chair in Economics at Harvard University. He is Research Associate at the National Bureau of Economic Research and is currently serving as Faculty co-Director of the Labor and Worklife Program at the Harvard Law School, and is Co-Director of the Harvard Center for Green Buildings and Cities.

Professor Freeman is a Fellow of the American Academy of Arts and Science and the American Association for the Advancement of Science (AAAS). He is currently serving on the AAAS Initiative for Science and Technology. He has served or is serving on 12 Panels and Boards of the U.S. National Academy of Science. Professor Freeman received the Mincer Lifetime Achievement Prize from the Society of Labor Economics in 2006. In 2007 he was awarded the IZA Prize in Labor Economics. In 2011 he was appointed Frances Perkins Fellow of the American Academy of Political and Social Science. In 2016 he received the Global Equity Organization Judges Award, honoring exceptional contribution towards the promotion of global employee share ownership. Also in 2016, he was named a Distinguished Fellow of the American Economic Association; the award citation describes Richard as "an enormously innovative labor economist who has made pioneering contributions to virtually every aspect of the field."

Sylvain Lobry



Sylvain Lobry is VP Social Dialogue & Social Fundamentals at Danone. With an expertise in Change Management, Sylvain played a number of different roles over more than 20 years of HR practice at Danone, from Organization Development to HRD roles, with a deep commitment in Labor Relations. More specifically, he has been HRD for Africa-Middle East, supporting the launch of Danone of many countries in the region, and more recently HRD Operations, coordinating the adaptation of the teams to the changing needs of the market. In his current role, he leads Danone's relationship with the IUF (International Union of Food Workers) which sets the pace for Social Dialogue in the company globally.

Julie Marie Langevin



Julie Marie Langevin is a Barista Organizer with Starbucks Workers United. She began with the company back in 2005 and currently works as a Shift Manager at a store in Reading, Ma. She is the Co-Leader of the New England Area Regional Bargaining Committee and is a member of the National Bargaining Committee.

Darryl Richardson



Darryl Richardson is a worker organizer at Amazon's fulfillment center BHM1 in Bessemer, Alabama. Darryl has been at the facility since May 2020 and is a leader of the BAmazonUnion (RWDSU) organizing effort.