RICHMOND JOURNAL OF GLOBAL LAW AND BUSINESS

SPECIAL SYMPOSIUM ISSUE
ARTICLES

FOREWORD .............................................................. Executive Board

LABOR STANDARDS IN RECENT U.S. TRADE AGREEMENTS ......................... William (Bud) Clatanoff

UNION RESPONSES TO THE CHALLENGES OF AN INCREASINGLY GLOBALIZED ECONOMY .................................................. Stephen B. Moldof

BUSINESS, LABOR AND LAW IN THE GLOBAL ECONOMY: RESOLUTION OF INTERNATIONAL EMPLOYMENT AND LABOR DISPUTES ..................... William K. Slate II

Volume 5 Fall/2005 Number 2
SPECIAL SYMPOSIUM ISSUE

ARTICLES

FOREWORD .................................................. Executive Board 107

LABOR STANDARDS IN RECENT U.S.
TRADE AGREEMENTS .............................. William (Bud) Clatanoff 109

UNION RESPONSES TO THE CHALLENGES
OF AN INCREASINGLY GLOBALIZED
ECONOMY .............................................. Stephen B. Moldof 119

BUSINESS, LABOR AND LAW IN THE
GLOBAL ECONOMY: RESOLUTION
OF INTERNATIONAL EMPLOYMENT
AND LABOR DISPUTES .............................. William K. Slate II 155
Information About the Richmond Journal of Global Law and Business

The Richmond Journal of Global Law and Business is published annually by the University of Richmond School of Law, 28 Westhampton Way, University of Richmond, VA 23173. Comments and suggestions regarding the content of this publication are invited at the above address or at (804) 287-6639.

Subscriptions: The cost per issue for a subscription to the Journal is $10.00. Detailed subscription information is available on the Journal website at http://law.richmond.edu/global. Regular mail or phone calls should be directed to the attention of the Executive editor who can be reached at the Journal address or phone number listed above.

Copyright: All articles copyright © 2005 by the Richmond Journal of Global Law and Business, unless noted otherwise. Articles herein may be duplicated for classroom use, provided that (1) each copy is distributed at or below cost; (2) the Journal is notified of such use; (3) proper notice of copyright is affixed to each copy; and (4) the author and the Journal are identified on each copy.

Manuscripts: The Journal invites the submission of unsolicited articles, comments and essays. Manuscripts should include the author’s biographical information under separate cover. Manuscripts will not be returned unless specifically requested and accompanied with proper return postage. Editorial operations of the Journal are conducted with Microsoft Word and WordPerfect software. Send manuscripts to Richmond Journal of Global Law and Business at University of Richmond School of Law, 28 Westhampton Way, University of Richmond, VA 23173.


CITE AS RICH. J. GLOBAL L. & BUS.
OFFICERS OF INSTRUCTION AND ADMINISTRATION
UNIVERSITY OF RICHMOND
SCHOOL OF LAW

Administration
William E. Cooper, A.M., A.B., Ph.D. .................... President of the University
Rodney A. Smolla, B.A., J.D. ......................... Dean and George E. Allen Professor of Law
Joshua Burstein, B.A., J.D. ....................... Associate Dean for Career Services
Timothy L. Coggins, B.A., M.S., J.D. .... Associate Dean for Library and Information
Services and Professor of Law
Kristine Henderson, B.A., J.D. ..................... Associate Dean for Student and
Administrative Services
Michelle Rahman .................................. Associate Dean for Admissions
W. Clark Williams, Jr., B.A., J.D. .............. Associate Dean for Academic Affairs and Professor of Law

Faculty
Margaret I. Bacigal, B.A., J.D. .......... Clinical Professor of Law and Administrative
Director of Clinical Placement
Ronald J. Bacigal, B.S., LL.B. .................. Professor of Law
Kelley H. Bartges, B.A., M.Ed., J.D. ...... Clinical Professor of Law and Director,
Youth Advocacy Clinic
W. Wade Berryhill, B.S., J.D., LL.M. ........ Professor of Law
Judge Robert H. Bork, B.A., J.D. .......... Distinguished Visiting Professor of
American Constitutional Law
W. Hamilton Bryson, B.A., LL.B., LL.M., Ph.D. ....... Blackstone Professor of Law
Senior Justice Harry L. Carrico, B.A., J.D., LL.D. (Hon.) Visiting Professor of
Law and Civic Engagement
Henry L. Chambers, B.A., J.D. .................. Assistant Professor
John G. Douglass, B.A., J.D. .................. Professor of Law and Director of
Second-Year Lawyering Skills Program
Joel B. Eisen, B.S., J.D. ....................... Professor of Law
Tamar Schwartz Eisen, B.A., J.D. .......... Visiting Assistant Professor of Law and
Director, Lawyering Skills Program
David Frisch, B.S., J.D., LL.M .................. Professor of Law
James Gibson, B.A., J.D. ..................... Assistant Professor of Law and Director
of the Intellectual Property Institute
Mary L. Heen B.A., M.A.T., J.D., LL.M. ........ Professor of Law
Azizah Y. al-Hibri, B.A., M.A., J.D., Ph.D. ...... Professor of Law
Ann C. Hodges, B.S., M.A., J.D. .................. Professor of Law
J. Rodney Johnson, B.A., J.D., LL.M., CLU. ........ Professor of Law, Emeritus
John Paul Jones, B.A., J.D., LL.M. .......... Professor of Law
Marci Kelly, B.A., J.D., LL.M. ............... Visiting Professor of Law
Corinna Barrett Lain, B.A., J.D. .............. Associate Professor of Law
Gary C. Leedes, B.S.E., LL.B., LL.M., S.J.D. ........ Professor of Law, Emeritus
Justice Donald W. Lemons, B.A., J.D. ........ John Marshall Professor of
Judicial Studies
Gary L. McDowell, B.A., M.A., A.M., Ph.D. ...... Tyler Haynes Interdisciplinary
Professor in Leadership Studies
and Political Science
Shari Motro, B.A., J.D. ....................... Assistant Professor of Law
Daniel T. Murphy, A.B., J.D., LL.M. ........ Professor of Law and
Director of International Studies
Elizabeth A. Nowicki, B.A., J.D. ........ Associate Professor of Law
John R. Pagan, A.B., M.Litt., J.D., D.Phil. .......... University Professor of Law
Emmeline Paulette Reeves, B.A., J.D. ....... Associate Professor for Academic Success
Robert E. Shepherd, Jr., B.A., LL.B. .................. Professor of Law, Emeritus
A. Benjamin Spencer, B.A., M.S., J.D. .................. Assistant Professor of Law
Jonathan K. Stubbs, B.A., B.A., J.D., LLM., M.T.S. .................. Professor of Law
Peter N. Swisher, B.A., M.A., J.D. .................. Professor of Law
Mary Kelly Tate, B.A., J.D. .................. Visiting Assistant Professor for Pro Bono Academic Programs and Director of Richmond Law Institute for Actual Innocence
Carl W. Tobias, B.A., LL.B. .................. Williams Professor of Law
Adrienne E. Volenik, B.A., J.D. .................. Director of the Mental Disabilities Law Clinic and Clinical Professor of Law

Adjunct Faculty

Hugh E. Aaron, B.S., M.H.A., J.D. .................. Adjunct Associate Professor of Law
Amy L. Austin, B.A., J.D. .................. Adjunct Associate Professor of Law
Michael F. Barry, B.A., J.D. .................. Adjunct Associate Professor of Law
Steven D. Benjamin, B.A., J.D. .................. Adjunct Associate Professor of Law
William J. Benos, LL.B., J.D. .................. Adjunct Associate Professor of Law
Thomas O. Bondurant, Jr., B.A., J.D. .................. Adjunct Associate Professor of Law
Orran Brown, B.A., J.D. .................. Adjunct Associate Professor of Law
The Hon. Lynn S. Brice, B.A., M.S.W., J.D. .................. Adjunct Associate Professor of Law
Jack W. Burich, Jr., B.A., J.D. .................. Adjunct Associate Professor of Law
Claire Cardwell, B.A., J.D. .................. Adjunct Associate Professor of Law
Sean Byrne, B.A., J.D. .................. Adjunct Associate Professor of Law
Tara L. Casey, B.A., J.D. .................. Adjunct Associate Professor of Law
Michael P. Chiffalo, B.A., J.D. .................. Adjunct Associate Professor of Law
Christopher J. Collins, B.A., J.D. .................. Adjunct Associate Professor of Law
Nancy D. Cook, B.S., J.D. .................. Adjunct Associate Professor of Law
Craig S. Cooley, B.S., M.A., J.D. .................. Adjunct Associate Professor of Law
James C. Cosby, B.A., J.D. .................. Adjunct Associate Professor of Law
Anne Marie Cushmae, B.A., J.D. .................. Adjunct Associate Professor of Law
Marla G. Decker, B.A., J.D. .................. Adjunct Associate Professor of Law
Betty Layne DesPortes, B.A., M.S., J.D. .................. Adjunct Associate Professor of Law
William J. Dinkin, B.A., J.D. .................. Adjunct Associate Professor of Law
Lori Elliot, B.A., J.D. .................. Adjunct Associate Professor of Law
Andrea S. Erard, B.A., J.D. .................. Adjunct Associate Professor of Law
Paul G. Gill, B.A., J.D. .................. Adjunct Associate Professor of Law
Melissa C. Goemann, B.A., J.D. .................. Adjunct Assistant Professor of Law and Director, Juvenile Law & Policy Clinic

Michael L. Goodman, B.A., J.D. .................. Adjunct Associate Professor of Law
Carolyn V. Grady, B.A., J.D. .................. Adjunct Associate Professor of Law
Timothy H. Guare, B.A., J.D. .................. Adjunct Associate Professor of Law
Hon. Leroy R. Russell, B.A., J.D. .................. Adjunct Associate Professor of Law
Michael N. Herring, B.A., J.D. .................. Adjunct Associate Professor of Law
Robert L. Hodges, B.A., J.D. .................. Adjunct Associate Professor of Law
Kelley J. Hollowell, B.S., Ph.D., J.D. .................. Adjunct Associate Professor of Law
Barbara L. Hulbur, B.A., J.D. .................. Adjunct Associate Professor of Law
John G. Iezzi, B.A., C.P.A. .................. Adjunct Associate Professor of Law
Vernon E. Inge, B.A., J.D. .................. Adjunct Associate Professor of Law
Herndon Jeffreys III, B.A., J.D. .................. Adjunct Associate Professor of Law
David J. Johnson, B.A., J.D. .................. Adjunct Associate Professor of Law
Jessica Sanders Jones, B.A., M.L.S., J.D. .................. Adjunct Associate Professor of Law
Hon. Elizabeth B. Lacy, B.A., J.D. .................. Adjunct Associate Professor of Law
Hon. Thomas N. Langhorne III, B.A., M.P.A., J.D. .................. Adjunct Associate Professor of Law

Hon. M. Hannah Lauck, B.A., J.D. .................. Adjunct Associate Professor of Law
Jodi Elizabeth Lemacks, B.A., J.D. .................. Adjunct Associate Professor of Law
Kimberly M. Magee, B.A., J.D. ................................ Adjunct Associate Professor of Law
Mary E. Maguire, B.A., J.D. ................................ Adjunct Associate Professor of Law
Bruce Matson, B.A., J.D. ................................ Adjunct Associate Professor of Law
James M. McCauley, B.A., J.D. ................................ Adjunct Associate Professor of Law
Kathleen M. McCauley, B.A., J.D. ................................ Adjunct Associate Professor of Law
Charles G. Meyer III, B.A., M.Phil., J.D. ................................ Adjunct Associate Professor of Law
Louis A. Mezzullo, B.A., M.A., J.D. ................................ Adjunct Associate Professor of Law
Perry Miles, B.S., J.D. ................................ Adjunct Associate Professor of Law
Stephen Miller, B.A., J.D. ................................ Adjunct Associate Professor of Law
Dale G. Mullen, B.A., B.S., J.D. ................................ Adjunct Associate Professor of Law
Gregg R. Nivala, B.S., J.D. ................................ Adjunct Associate Professor of Law
Hon. Kimberly B. O'Donnell, B.A., M.P.S., J.D. ................................ Adjunct Associate Professor of Law
Andrew R. Park, B.A., J.D. ................................ Adjunct Associate Professor of Law
James Phillips, B.A., J.D., Ph.D. ................................ Adjunct Associate Professor of Law
John V. Robinson, B.A., B.L., J.D. ................................ Adjunct Associate Professor of Law
John Anthony Rockecharlie, B.A., J.D. ................................ Adjunct Associate Professor of Law
Hon. Frederick G. Rockwell III, B.A., J.D. ................................ Adjunct Associate Professor of Law
Lisa Roday, B.S., J.D. ................................ Adjunct Associate Professor of Law
Linwood I. Rogers, B.S., J.D. ................................ Adjunct Associate Professor of Law
Thomas P. Rohman, B.A., J.D. ................................ Adjunct Associate Professor of Law
Randy B. Rowlett, B.A., J.D. ................................ Adjunct Associate Professor of Law
Mark Rubin, B.A., J.D. ................................ Adjunct Associate Professor of Law
Cullen Seltzer, B.A., J.D. ................................ Adjunct Associate Professor of Law
Patricia M. Sherron, B.A., J.D. ................................ Adjunct Associate Professor of Law
Hon. Beverly w. Snukals, B.A., J.D. ................................ Adjunct Associate Professor of Law
James M. Snyder, B.A., J.D. ................................ Adjunct Associate Professor of Law
Alexander L. Taylor, Jr., B.A., J.D. ................................ Adjunct Associate Professor of Law
Gwen M. Taylor, B.A., J.D. ................................ Adjunct Associate Professor of Law
John Thomas, B.A., J.D. ................................ Adjunct Associate Professor of Law
Paul M. Thompson, B.A., J.D. ................................ Adjunct Professor of Law and
  Director of Special Programs
Robert Trono, B.S., J.D. ................................ Adjunct Associate Professor of Law
John T. Tucker III, B.S., J.D. ................................ Adjunct Associate Professor of Law
Robert J. Wagner, B.A., J.D. ................................ Adjunct Associate Professor of Law
John R. Walk, B.A., J.D. ................................ Adjunct Associate Professor of Law
James W. Walker, B.A., J.D. ................................ Adjunct Associate Professor of Law
Margaret A. Walker, B.A., J.D. ................................ Adjunct Associate Professor of Law
Travis R. Williams, B.A., J.D. ................................ Adjunct Associate Professor of Law
Thomas M. Wolf, B.A., J.D. ................................ Adjunct Associate Professor of Law

Library Faculty and Staff

John R. Barden, B.A., M.A., Ph.D., M.S.L.S., J.D. ............... Head of Reference and
  Research Services
Paul M. Birch, B.A., M.A., J.D. ................................ Computer Service Librarian
Joyce Manna Janto, B.S., M.L.S., J.D. ......................... Deputy Director of the Law Library
Caroline L. Osborne, B.A., J.D., LL.M., M.S.L.S. ................. Reference and Research
  Services Librarian
Sally H. Wambold, B.A., M.S.L.S. ................................. Technical Services Librarian
Gail F. Zwirner, B.A., M.S.L.S. ................................. Head of Access Services