



# International Finishing Trades Institute (iFTI)

## FTI 1207 BTA 105: Contract Negotiations in the Construction Industry

### Course Information

**Course Hours:** 38

**Course Description:** This course is for union officers and staff members who negotiate labor agreements with their signatory contractors. This course covers a wide spectrum of activities related to the development of a contract which meets the needs of their members--from drafting initial proposals to gaining support during the ratification process (and various steps in between). In addition, it will inform participants about alternative ways contracts can be bargained and the consequences associated with them.

A full review of legal developments as they apply to and affect bargaining in the construction industry will also be presented and discussed. Also included is a discussion on the usefulness to improve productivity and safety, of the establishment of joint Labor-Management Committees under the Labor-Management Cooperation Act of 1978. The course also includes discussions led by contractor negotiators to more fully understand the perspectives of employers. The legal framework of multi-employer bargaining in the construction industry is fully explored. The session will culminate with students participating in a mock bargaining session. The course topics/activities include:

- Preparation for bargaining
- Developing a bargaining strategy
- Bargaining simulation
- Bargaining table tactics
- Communication skills at the table
- The law, contract negotiations and the construction industry
- Research for bargaining
- Ratification strategies
- Resource development for bargaining

### Course Objectives:

- Develop a bargaining strategy.
- Effectively participate in contract negotiations.
- Explain the important legal ramifications for decisions made during bargaining.
- Communicate effectively during contract negotiations.
- Research comparables in their national and regional markets.

**Prerequisite/s:** None

## Instructor



**Course Lead:** Gregory Raftery

**Resume Link:** <https://iftiims.org/faculty/greg-raftery/>

## Policies and Procedures

### COE Accreditation

The International Finishing Trades Institute (iFTI) is [accredited](#) by the Commission of the Council on Occupational Education ([COE](#)) and is entitled to the recognition and associated privileges of this designation. Accreditation is a status granted to an educational institution or program that has been found to meet or exceed stated criteria of educational quality and student achievement. Accreditation by COE is viewed as a nationally-honored seal of excellence for occupational education institutions and denotes honesty and integrity.



### iFTI Course Catalog

For a complete list of iFTI course offerings, please refer to the [iFTI Course Catalog](#).

### Diversity Statement

The iFTI champions [diversity in the workplace](#) and committed in building an inclusive culture. We believe that every person, regardless of attributes such as race, gender or sexual orientation, has an equal opportunity to find employment based on merit or while in training or the workplace. Although our union is more diverse than ever, we still have so much work to do.

### Policies and Procedures

The campus policies and procedures are found in the [Student Handbook](#).

### Travel and Lodging Reservations

Upon the receipt of the final class registration confirmation and course schedule, you will be advised to call Metropolitan Travel Service to obtain the best coach fare ticket. No air travel costs will be reimbursed if not made through Metropolitan Travel.

If you will be driving to the event, send your anticipated arrival and departure dates and times, so appropriate hotel reservations can be made. Hotel reservations will be made on your behalf after the iFTI receives your final travel itinerary.

Travel and lodging reservations will be direct billed to the iFTI. If regionally appropriate for you to drive your vehicle, the iFTI will reimburse mileage at \$.30/mile (not to exceed the lowest 30-day advance airfare, or the shortest route as determined by Google Maps). iFTI is not financially responsible for any costs associated with travel, lodging, meals or incidentals for accompanying guest(s).

In the event you must cancel, the iFTI and Metropolitan Travel Service must be notified within 7 days of the travel date or the District Council/Local Union will be responsible for any cancellation fees.

**Dress Code**

The dress code for iFTI classes in Hanover, Maryland is casual. Clothing should be neat, clean, and well-kept. Please no shorts, flip flops, sleeveless shirts, worn tennis shoes, sweatpants, sweatshirts, jeans with holes, rips, tears or any clothing that contains inappropriate language or that could be offensive. If you will be delivering a presentation / teach back, please dress in a professional manner.

Please call the iFTI at 410.564.5850 with any questions or concerns.