



# International Finishing Trades Institute (iFTI)

## FTI 1221 Labor Law in the Construction Industry

### Course Information

**Course Hours:** 40

**Course Description:** Federal labor law provides special provisions applicable to the construction industry because of the unique nature of employment in construction. This construction labor law course will be taught by experienced building trades legal counsel specializing in construction labor law to better prepare participants to make informed decisions on organizing, collective bargaining and when to seek legal counsel. The course topics/activities include:

- The framework of labor law in the construction industry
- Working with legal counsel
- Access to the construction worksite
- Recruitment and protected activity
- Picketing and the law
- Legal rules governing multi-employer bargaining
- Non-picketing communication
- Unfair labor practices, strikes, and recognition under sections 8(f) and 9(a) of the NLRA
- Hiring hall procedures and the duty of fair representations
- Fiduciary duties under LMRDA and LM-30 reports

### Course Objectives:

- Make informed decisions when strategizing the activities of an organizing campaign.
- Make informed decisions when strategizing the activities of collective bargaining.
- Address/ask questions of a legal nature to prevent the occurrence of conflict.
- Provide inter-organizational recommendations regarding administration of financial duties.

**Prerequisite/s:** None

### Instructor



**Course Lead:** Gregory Raftery

**Resume Link:** <https://iftilms.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.