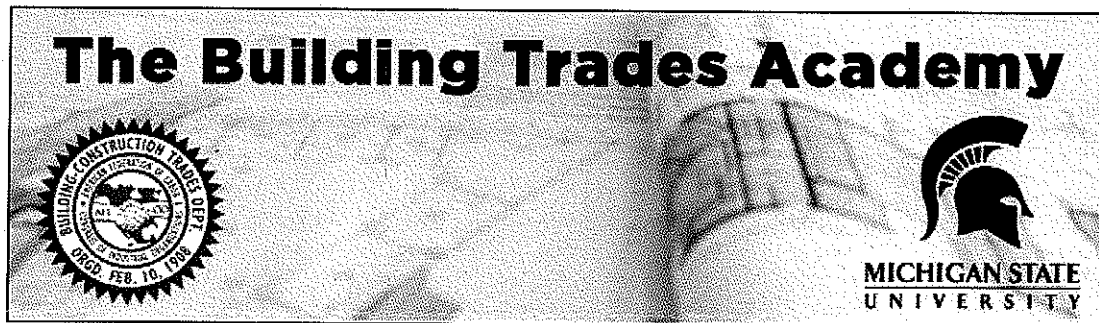


# Employment Relations in Construction

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[Introduction](#)

[Multi-Craft Registration](#)

[IUPAT Leadership Program Registration](#)

[Instructors](#)

**Welcome!** The mission of the Building Trades Academy is to provide educational programs that offer useful and practical skill building for Building Trades union staff and leadership and capacity building for their unions.

The learning objectives in the classes offered by the Academy are focused on building the skills, knowledge, and understanding necessary for participants to effectively fulfill specific staff and leadership roles within their unions. To those ends, the Academy offers classes in organizing, negotiating, teaching techniques and labor law in the construction industry.

These four- or five-day residential seminars (depending on the program), led by skilled practitioners and educators, are conducted in an atmosphere of solidarity. Nearly all are conducted in conference/educational centers owned and operated by Building Trades affiliated unions and their union employer partners.

The Building Trades Academy is in partnership with Michigan State University for Academy administration.

## Frequently Asked Questions

- [What should I expect from a Building Trades Academy course?](#)
- [What should I bring to the class?](#)
- [Where are the Building Trades Academy classes held?](#)
- [What are the course fees and payment information?](#)
- [What are the room & meal fees?](#)
- [Who do I contact if I have questions?](#)

## Multi-Craft Course Schedule

### Course Fees

The Building Trades Academy is in partnership with Michigan State University for Academy administration. Therefore, all course registration (online and paper) will be processed by Michigan State University.

Please note - course fees vary by location. For courses located in Maryland (FTI, IMI, and MITGS), **course fees do not include room and meals**. For courses located in Michigan, **course fees do not include room but does include most meals excluding dinners**. Contact the administrative office based on course location to make lodging arrangements or for questions.

Online payment is available below. If you plan on paying by check/money order, please make checks/money orders for **Course Fee ONLY** payable to Michigan State University and mail along with the registration form to:

Kristi White  
Employment Relations in Construction  
School of Human Resources and Labor Relations  
South Kedzie Hall  
368 Farm Lane, Room S409  
East Lansing, MI 48824

What's Covered:

### Organizational and Membership Development (OMD) in the Construction Industry I

Monday, March 24, 5:00pm - Friday, March 28, Noon

Finishing Trades Institute, Hanover, MD

Course Fee: \$575

#### Course description

[Register by Mail](#)

[Register Online](#)

**Daily Rate:** \$228 (Includes room and all meals)

Please contact Ginny Cameron, IUPAT Senior Administrative Assistant at 410-564-5921 or [gcameron@iupat.org](mailto:gcameron@iupat.org)

**Instructor:** Virginia Diamond

**Description:** This course offers a comprehensive overview of organizing issues related to the construction industry, and offers concrete strategies aimed at promoting organizing throughout the industry. In addition to concentrating on issues related to workforce organizing-identifying, contacting, and communicating directly with unrepresented workers-participants will also review the evolution of construction organizing, the use of top-down and bottom-up tactics, and basic labor law. Specifically, participants will learn how to identify leaders and build both employer-based and industry-wide worker committees. One-on-one skills, overall communications strategies, framing issues, and motivating workers will also be addressed in this program.

[\[close\]](#)

[Register by Mail](#)

**Organizational and Membership Development (OMD) in the Construction Industry IV: Communications and Media**

Monday, May 12, 5:00pm - Friday, May 16, Noon

International Masonry Institute, Bowie, MD

Course Fee: \$575

[Course description and additional fees](#)

[Register Online](#)

**Daily Rate:** \$228 (Includes room and all meals)

Please contact Katie Davis at 301-291-2091 or [davis-catherine@aramark.com](mailto:davis-catherine@aramark.com).

**Instructor:** Virginia Diamond

**Description:** This course is a series of interactive workshops designed for organizers, staff, officers, and campaign activists from building trades unions. It covers a range of tools and techniques for more effective communications within construction organizing campaigns. Topics include: developing messages for members, workers, contractors, owners, the news media, and the public; various tools and techniques for delivering those messages including social network and other electronic-based media.

[\[close\]](#)

[Register by Mail](#)

**Contract Negotiations in the Construction Industry**

Monday, June 2, 5:00pm - Friday, June 6, Noon

MSU, East Lansing, MI

Course Fee: \$725

(Breakfast, lunch and breaks and Monday night dinner included in course fee. All other dinners are not included.)

[Course description and additional fees](#)

[Register Online](#)

**Daily Lodging Rate:** \$103

For lodging reservations, contact the Kellogg Center at 800-875-5090 and inform them that you are with the Building Trades Academy Group. Any questions/concerns, please contact Kristi White, Labor Relations Coordinator at 517-353-3131 or [whitekr@msu.edu](mailto:whitekr@msu.edu).

**Instructor:** David Alexander

**Description:** This course is tailor-made for union officers and staff members who negotiate labor agreements with construction management. As is the case for courses designed for the airline industry and the private sector, this course covers a wide spectrum of activities related to hammering out a winning contract-from drafting initial proposals to gaining support during the ratification process (and various steps in between). Attention will be given to the unique problems associated with employer association bargaining. A full review of legal developments as they apply to and affect bargaining in the construction industry will also be presented and discussed. The session will culminate with students participating in a mock bargaining session.

[\[close\]](#)

[Register by Mail](#)

**Organizational and Membership Development (OMD) in the Construction Industry II: Strategic Planning**

Monday, June 23, 5:00pm - Friday, June 27, Noon

Finishing Trades Institute, Hanover, MD

Course Fee: \$575

[Course description and additional fees](#)

[Register Online](#)

**Daily Rate:** \$228 (Includes room and all meals)

Please contact Ginny Cameron, IUPAT Senior Administrative Assistant at 410-564-5921 or [gcameron@iupat.org](mailto:gcameron@iupat.org).

**Instructor:** Virginia Diamond

**Description:** Intended to help union locals and building trades councils maximize the effectiveness of their organizing activities and to promote the efficient use of union resources, this course offers a step-by-step plan for developing and applying a comprehensive strategy. Specifically, participants will review basic concepts of planning, strategic targeting, conducting a power analysis, and strategic research for construction organizing. Participants will take part in a series of interactive, small-group exercises centered on a realistic case study. This course is designed for building trades union officers, agents, experienced organizers, or those who have attended Organizational and Membership Development I.

[\[close\]](#)

[Register by Mail](#)

**Organizational and Membership Development (OMD) in the Construction Industry III: Closing the Deal**

Monday, September 22, 5:00pm - Friday, September 26, Noon

International Masonry Institute, Bowie, MD

Course Fee: \$575

[Course description and additional fees](#)

[Register Online](#)

**Daily Rate:** \$228 (Includes room and all meals)

Please contact Katie Davis at 301-291-2091 or [davis-catherine@aramark.com](mailto:davis-catherine@aramark.com).

**Instructor:** Virginia Diamond

**Description:** This course prepares building trades organizers to conduct effective in-person meetings with targeted non-union contractors within the context of an organizing campaign. Participants review communications strategies and practice elements of persuasion and relationship building through one-on-one conversation.

[\[close\]](#)

[Register by Mail](#)

**Labor Law in the Construction Industry**

Monday, November 3, 5:00pm - Friday, November 7, Noon

Finishing Trades Institute, Hanover, MD

Course Fee: \$575

**Course description and additional fees**

**Register Online**

**Daily Rate:** \$228 (Includes room and all meals)

Please contact Ginny Cameron, IUPAT Senior Administrative Assistant at 410-564-5921 or [gcameron@iupat.org](mailto:gcameron@iupat.org)

**Instructor:** David Alexander

**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 judgments on organizing and collective bargaining strategy; and to determine when legal counsel is required in a particular situation. Topics that will be covered include paths to recognition, including salting, trigger agreements and other innovations; bargaining, including pre-hire and project agreements; multi-employer units and corporate change; traditional and non-traditional pressures, from strikes to corporate campaigns; and preventive maintenance and proactive planning.

**[close]**

**IUPAT Leadership Program Schedule**

**Course Fee:** \$575

**Room & Meals Fees:** \$228

The \$575 course fee **does not include** room and meals. Please contact Ginny Cameron, IUPAT Senior Administrative Assistant at 410-564-5921 or [gcameron@iupat.org](mailto:gcameron@iupat.org) to make arrangements.

**Please note: Programs for 2014 have been extended to five days.**

**All programs will now begin Sunday evenings at 7:00pm.**

**Register by Mail**

**Organizational and Membership Development (OMD) in the Construction Industry IV: Communications and Media**

Sunday, April 6, 7:00pm - Friday, April 11, Noon

Finishing Trades Institute, Hanover, MD

**Course description**

**Register Online**

**Register by Mail**

**Labor Law in the Construction Industry**

Sunday, July 13, 7:00pm - Friday, July 18, Noon

Finishing Trades Institute, Hanover, MD

**Course description**

**Register Online**

**Register by Mail**

**Contract Negotiations in the Construction Industry**

Sunday, October 5, 7:00pm - Friday, October 10, Noon

Finishing Trades Institute, Hanover, MD

**Course description**

**Register Online**

**Register by Mail**

**Organizational and Membership Development (OMD) in the Construction Industry I**

Sunday, December 7, 7:00pm - Friday, December 12, Noon

Finishing Trades Institute, Hanover, MD

**Course description**

**Register Online**

**Instructors**



**David Alexander** is Adjunct Professor at the University of Oregon's Labor Education and Research Center and the National Labor College in Silver Spring, Maryland. He has been involved in worker's education for over 30 years. Prior to 2000, David spent twenty years as a full-time member of the staff at the George Meany Center for Labor Studies, the predecessor to the National Labor College. For the past fifteen years, he has been primarily responsible for working with the AFL-CIO Building and Construction Trade Department in the design and coordination of courses in their curriculum, and is the lead faculty person on the Contract Negotiations in the Construction Industry class. He has worked with a number of international unions on a variety of educational programs.

**John P. Beck** is an Associate Professor in the School of Human Resources & Labor Relations at Michigan State University. He previously served as associate director of the School, primarily in charge of two of the School's outreach units, the Labor Education Program and Union Management Initiatives. He also co-directs a project (with Karen Klomparens, the Dean of the MSU Graduate School), "Building Mutual Expectations and Resolving Conflicts in Graduate Education," on the use of interest-based conflict resolution approaches for graduate students and their faculty mentors. John holds degrees from Michigan State University and the University of Michigan. He worked for five years on the staff of the University of Michigan Labor Studies Center. He has taught labor studies on the community college level in both Oklahoma and Michigan and has taught history and education courses at the university level.



COPY

March 7, 2014

**VIA CERTIFIED MAIL**

President Lou Anna K. Simon  
Office of the President  
Michigan State University  
426 Auditorium Road  
Hannah Administration Building, Room 450  
East Lansing, MI 48824-1046

Dear Dr. Simon:

I am writing to respectfully request that Michigan State University (MSU) immediately discontinue its Building Trades Academy with the Building Trades Division of the AFL-CIO through the University's School of Human Resources and Labor Relations.

The stated mission of the Building Trades Academy includes "offer[ing] useful and practical skill building for Building Trades union staff and leadership and capacity building for their unions." We have no objection to any organization building their leadership capabilities. However, to accomplish their stated goal, academy participants will attend "classes in organizing" – specifically, organizing non-union construction companies.

An example of a typical seminar course description is as follows:

"...[P]repares building trades organizers to conduct effective in-person meetings with targeted non-union contractors within the context of an organizing campaign."

Among the union organizing techniques taught to union officials at the Michigan State University Building Trades Academy are "paths to recognition" including:

- Striking
- Traditional and non-traditional pressures
- Salting
- Prehire or labor agreements (*FYI: Government-mandated PLAs are illegal in Michigan and 18 other states*)
- Trigger agreements
- Corporate campaigns

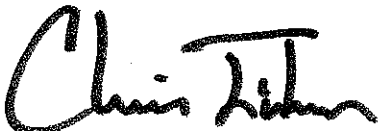
While the discussion of labor issues – historical and current – in an educational context can be considered a legitimate function of the university, the content of courses at the MSU Building Trades Academy is quite different. In fact, it is not academic. It is University-sanctioned instruction of union representatives in methods of interfering with existing employee and employer relationships for purposes of organizing non-union businesses. This crosses all boundaries of scholarship.

Equally alarming is that many of these classes discuss “targeted” companies. What purpose is there in MSU supporting programs where the subject matter condones the targeting of law-abiding businesses with a stated goal of disrupting their operations? Associated Builders and Contractors represent more than 22,000 businesses in the United States who are negatively impacted by having targets on their backs. Moreover, many of these businesses are owned and operated by MSU donors, alumni, season ticket holders and parents of students enrolled at MSU. This should in no way be tolerated by the university.

A review of the content of several classes being offered to “building trades union staff” through this “Academy” (these participants are not MSU students) leaves no doubt that Michigan State University is a participant in programming designed to interfere in the relationships between employees and employers. The University does not have a legitimate function of union organizing. Not only do such activities lack legitimacy when performed by an academic institution, but they are the equal and opposite end of a spectrum, on the other end of which is union busting. We venture to guess that MSU’s staff and Board of Trustees would object to their University’s resources being used to bust a union. In the same way, the other extreme in which MSU is engaged is inexcusable. Neither activity should be tolerated by University staff, the Board of Trustees, or the Legislature who controls a significant portion of MSU’s budget.

Should you wish to meet with me to discuss this matter further I will gladly make the time to meet with you at once. It is my sincere hope that you will share in my concern that Michigan State University, either knowingly or unknowingly, is a participant in a program so lacking in academic merit and legitimacy. Therefore, we urge you to end the University’s Building Trades Academy immediately.

Sincerely,

A handwritten signature in black ink, appearing to read "Chris Fisher". The signature is fluid and cursive, with the first name "Chris" being more prominent than the last name "Fisher".

Chris Fisher  
President

Cc: Rep. Al Pscholka  
Sen. Tonya Schuitmaker

Enc: Highlighted course overviews and academy information

**BUILDING TRADES**  
**Jan 1, 2013 - Jan 31, 2014**

**TOTAL REVENUE**

**138,390.00**

**EXPENSES**

OUTSIDE INSTRUCTORS

	<u>SALARY</u>	<u>FRINGE</u>	<u>TOTAL</u>
Alexander, D	4,800.00	367.20	5,167.20
Conlan, K	2,400.00	183.60	2,583.60
Diamond, V	12,800.00	979.20	13,779.20
Morrill, E	6,800.00	520.20	7,320.20
Total	26,800.00	2,050.20	28,850.20

ADMIN & SUPPORT

	<u>SALARY</u>	<u>FRINGE</u>	<u>TOTAL</u>
Belman, D	-	-	-
*** Brockman, J	-	-	-
White, K (12.5%)	6,759.60	2,964.71	9,724.31
Total	6,759.60	2,964.71	9,724.31

<del>Credit Card Fees</del>	650.90
Building Trades Admin Fees	4,000.00
Supplies	808.40
Conference Fees	11,485.88
Travel	3,165.03
Web Development Fees	350.00

**TOTAL EXPENSES**

**59,034.72**

**NET PROFIT/(LOSS)**

**79,355.28**

*** Brockman @ 50%	32,488.28	12,684.62	45,172.90
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