



Fred B. Kotler, J.D.

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School of Industrial and Labor Relations
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Content area expertise

- Construction industry labor relations
 - Project labor agreements
 - Responsible contracting policies and procedures
 - Organizing in the construction industry
 - Construction industry labor law
- Worker misclassification
- History and impact of public works projects in US
- Executive-level leadership development
- Strategic planning

Process area expertise

- Public policy reports
- Training Manuals: teaching techniques and presentation skills
- Strategic planning facilitation and training

Experience

Lecturer

2009 -

Director, Cornell / NYS AFL-CIO Union Leadership Institute

2005-2009

Associate Director, Construction Industry Program

1994-2009

School of Industrial & Labor Relations at Cornell University

New York City

Ithaca, New York

Adjunct Faculty

National Labor College

Silver Spring, Maryland

2000-date

Director, Labor Education Program

Northern Michigan University

Marquette, Michigan

1986 - 1994

Business Representative

Service Employees Local 87

San Francisco, California

1983-1986

Staff Representative

Communications Workers of America Psych Tech Union (Local 11555)

Sonoma, California

1980-1982

COPE Coordinator

SEIU Bay District Joint Council #2

San Francisco, California

1977

Organizer

Citizens Action League

San Francisco, California

1975-76

Education

- University of San Francisco School of Law, J.D., 1980
- University of California, Berkeley, B.A., 1975
- Harvard College, 1971 - 74
- Chicago Public Schools
- U.S. Capitol Page School (1968)

Policy Reports and Articles

- **Project Labor Agreements in New York State: In the Public Interest**, March 2009
School of Industrial and Labor Relations, Cornell University
 - Publication pending 2009, Labor and Employment Section, New York State Bar Association
 - Extensively cited on Internet: available on several sites including Cornell ILR Digital Commons:
<http://digitalcommons.ilr.cornell.edu/reports/22/>
 - Among reports reviewed by White House team pursuant to President Obama's 2009 Executive Order:
www.ilr.cornell.edu/news/FredKotler_062309.htm
- **The Cost of Worker Misclassification in New York State**, with Linda Donahue, James Ryan Lamare, Cornell ILR. Policy report written for UNICON, Rochester based construction labor-management group, per grant from the New York State legislature. January 2007.
 - This report estimates the costs and extent of worker misclassification in New York State.
<http://digitalcommons.ilr.cornell.edu/reports/9/>
 - Subject of two articles in *The New York Times*; cited in testimony before a committee of the US House of Representatives; a basis for a [2007] Governor's Executive Order establishing a New York State Worker Misclassification Task Force
 - Reviewed by the Michigan Task Force on Worker Misclassification
 - Panel member, The Cost of Worker Misclassification, *Labor and Employment Section* meeting of the *New York State Bar Association*, September 2008, Cooperstown, New York.
 - Keynote presenter, national webinar, *The Cost of Worker Misclassification: How New York State is Leading the Charge for National Reform*, Select Talent, Inc., February 2008
- Contributing Editor, Construction Organizing: An Organizing and Contract Enforcement Guide, Third Edition, Robert J. Pleasure, editor, Building and Construction Trades Department, AFL-CIO, George Meany Center for Labor Studies, Labor's Heritage Press, Silver Spring, 1997, 2004.
- **The Phase II Project Labor Agreement at the New York State School of Industrial and Labor Relations: History and Update**. Policy report written for the Dean, Cornell ILR, January 2003
- Review of Linder, Marc. *Wars of Attrition: Vietnam, the Business Roundtable and the Decline of Construction Unions*. Iowa City, Iowa: Fanpihua Press, 1999, *Industrial and Labor Relations Review*, Vol. 55, No. 1, Cornell ILR Press, October 2001.
- **Digging Into the Big Dig - The Central Artery / Tunnel Project Agreement: Is It Working?** Policy report written for the Building and Construction Trades Department, AFL-CIO. September, 2000
- Editor, et al, and contributor, *Construction Organizing: A Campaign Guide*, Building and Construction Trades Department, AFL-CIO, Washington, D.C., April, 2000
- **Authorization of A Project Labor Agreement for the Phase II Project at the New York State School of Industrial and Labor Relations: The Basis in Law and Public Policy**. Policy report written and submitted to the New York State University Construction Fund on behalf of the Dean, Cornell ILR. March 1999

- **Public Sector Project Labor Agreements in New York: Report to the State University Construction Fund.** Policy report written for the Dean, Cornell ILR. December 1997
- Co-author, "*Construction Organizing: A Case Study of Success*," (Chapter 19) in *Organizing to Win: New Research on Union Strategies*, Bronfenbrenner, et al, editors, Cornell University Press, Ithaca, 1998

Training Manuals

DOT Hazardous Materials Awareness Training, Rail Workers HAZMAT Training Program

- Trainer's Manual and participant Handbook
 - Redesign and revision of existing materials for a national peer training train-the trainer program conducted by the National Labor College, Silver Spring, Maryland, under a grant from the US Department of Transportation. In progress, 2009

MOVE: Multi-trade Organizing Volunteer Education, with Carl Shaffer, Building and Construction Trades Department, AFL-CIO, 2003.

- Manual for national train-the-trainer program designed to build member support for organizing immigrant workers in the building trades.

MEMO: Membership Education and Mobilization for Organizing, with Jeffrey Grabelsky, Education Department, AFL-CIO, 1996.

- Manual for national train-the-trainer program designed to build member support for organizing in various industries.

COMET II: Construction Organizing Member Education Training, with Jeffrey Grabelsky, Building and Construction Trades Department, AFL-CIO, 1995.

- Manual for national train-the-trainer program: skills training for construction organizing.

Recent Presentations

Dutchess County [New York] Legislature, Government Services Committee, Poughkeepsie, New York, July 9, 2009

- Presentation on public-sector Project Labor Agreements in New York State; relevant to pending legislation

Long Island Labor Advisory Council Symposium, Smithtown, New York, November 7, 2008

- Two presentations, *The Cost of Worker Misclassification in New York State*, and *Why Project Labor Agreements Make Sense for Public Owners*. About 100 attendees, representatives from county and municipal agencies, as well as business and labor representatives from the construction industry

State Bar of New York, Labor and Employment Law Section Meeting, Cooperstown, New York, September 19, 2008

- Plenary session panel discussion on worker misclassification

Memberships

- **Labor and Employment Relations Association**
- **United Association for Labor Education**
- **Advisory Board Member, US Department of Transportation Rail Workers Hazardous Materials Training Program,** National Labor College, Silver Spring, Maryland