

**Consider how workers in the late 1800s felt about their treatment and pay. What options did they have to do about the situation? (BRAINSTORM)**

**Labor Unions during the Industrial Era**

**Union – noun**

- 1. the act of uniting two or more things
- 2. the state of being united
- 3. something formed by uniting two or more things
- 4. a number of persons, states, etc., joined or associated together for some common purpose

*Synonyms:*

- 1. Union: a union is a state of being united, a combination, as the result of joining two or more things into one: to promote the union between two families.
- 2. Unity is the state or inherent quality of being one, single, individual, and indivisible

**Labor union - noun**

An organization of workers formed to advance its members' interests, and to promote collective bargaining with employers over wages, hours, benefits, job security, and working conditions.

**Collective bargaining:** a negotiating technique in which representatives of the employer and labor union on talk until they have reached a mutually satisfactory agreement on wages, benefits, hours, and/or working conditions.

1. What is a union? (DEFINE IN YOUR OWN WORDS) \_\_\_\_\_

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2. Why might someone choose to join a union? \_\_\_\_\_

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3. What are some of the benefits of joining a labor union?

Benefits of Membership

## Common Labor Terms

Arbitration - A negotiating technique where a third party listens to each side and then makes a decision that must be accepted. It is fast but there is a danger that one or both sides may be unhappy with the decision.

Mediation - Refers to a negotiating technique where a third party is present. Unlike arbitration, the third party helps both sides reach a mutually acceptable decision.

Boycott - When the public refuses to buy the product or use the services of a particular company. It is intended to use economic pressure to show displeasure with a company. (Example: the Montgomery bus boycott).

Closed Shop - Where workers were required to be a member of the union as a condition of employment. Unions loved this because every worker was a union member and they had more power, especially if they called a strike.

Open Shop - Where workers were not required to join a union. Management encouraged this because it made the union less effective when only some of the workers were union members.

Yellow Dog Contract - A statement signed by workers at the time of their employment promising not to join a union or go on strike.

Scabs - Workers who cross the picket lines and take the place of striking workers.

Lock-out - When management locks the doors of the factory, refusing to let the workers come to work. Once the workers get hungry, they usually agree to management's demands.

Injunction - A court order that orders the workers back to work. If the Union ignores the injunction, the court can fine the union.

Blacklist - A list that is circulated among employers with the names of union organizers or troublemakers. Once on the list, it is almost impossible to be hired.

### Labor unions were largely unsuccessful in attaining the majority of their goals in the Industrial Era. Why?

- Business-owners' methods of fighting unions: (LIST)
  
  
  
  
  
  
  
  
  
  
- Other obstacles:
  - Relationship between govt. and business – laissez-faire & the legal system
  
  
  
  
  
  
  
  - Workers themselves
  
  
  
  
  
  
  
  - Public opinion was anti-union – WHY?