

The Industrial Age

Outcome: Organized Labor

Organized Labor

1. Organized Labor:

- a. Unionism was legalized in 1842
- b. Philosophy: a group is more powerful than an individual
- c. 3 Goals ---> To improve worker's:
 - i. Wages (\$\$\$)
 - ii. Hours
 - iii. Working conditions
- d. Father of Unionism in America was Samuel Gompers (Est. the AFL in 1886)

Unionism

UNION JOBS MEAN



A BETTER COMMUNITY



Organized Labor

2. Tactics

- a. Ideally collective bargaining (negotiating) will help settle a contract dispute
- b. **Union Tactics**
 - i. Slow-down: work slower or produce fewer goods
 - ii. Strike (walk-out): workers leave place of work together
 - iii. Boycott (used by consumers): refusal to buy goods from specific company
 - iv. Sit-down strike: sit down on the job and refuse to work (illegal)

Strike!



Boycott



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c. Management Tactics

- i. Speed-Up: force workers to increase output
- ii. Lock-out: lock out workers so they cannot work and cannot get paid
- iii. Hire scabs or replacement workers (often the “new immigrants”)
- iv. Blacklist: circulate names to other business with intent to not hire (illegal)
- v. Yellow-dog contract: Contract stating you cannot join a union (illegal)

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3. Mediation & Arbitration

- a. Mediation: a 3rd party suggests
- b. Arbitration: a 3rd party decides
- c. Injunction: Court order
- d. These three tactics usually worked in favor of management during Industrial Age

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4. Generalizations

- a. Unions lost most labor disputes (Management had many advantages)
- b. Violence caused union membership to decline by 1900
- c. Owners disliked unions
- d. Unions resented the "new immigrants" (Nativism increased)
- e. Socialism was gaining appeal to workers