

Chapter 02 The Evolution of American Labor

True / False Questions

1. (p. 27) Corporatism still prevails in some parts of the United States, but it has eroded in the European Union since the 1960s.

FALSE

2. (p. 27) Uplift unionism is primarily oriented toward changing the fabric of society, overthrowing the capitalist system and replacing it with worker control of industry.

FALSE

3. (p. 27) Revolutionary unionism involves the representation of employees' immediate interests.

FALSE

4. (p. 30) The National Labor Union's goals were largely economic and immediate.

FALSE

5. (p. 31) The leaders of the Knights of Labor favored the use of strikes rather than arbitration.

FALSE

6. (p. 32) Twenty-five national labor groups representing 150,000 skilled-trades workers formed the American Federation of Labor.

TRUE

7. (p. 33) The American Federation of Labor aimed at rationalizing the workplace through labor contracts.

TRUE

8. (p. 37) The Industrial Workers of the World's (IWW) primary goal was to achieve better wages and working conditions.

FALSE

9. (p. 38) Under Sherman Act provisions, if restraint is found, actual damages can be punitively trebled.

TRUE

10. (p. 38) Congress passed the Erdman Act in 1898, prohibiting discrimination against railroad employees based on union membership.

TRUE

11. (p. 40) Yellow-dog contracts indicated that employees who signed them understood that union membership was grounds for discharge.

TRUE

12. (p. 40) The 1920s saw the United States shifting from an agricultural to an industrial society.

TRUE

13. (p. 43) The Norris-LaGuardia Act was passed in 1942.

FALSE

14. (p. 43) The Norris-LaGuardia Act forbade federal courts from enforcing yellow-dog contracts.

TRUE

15. (p. 44) The National Industrial Recovery Act encouraged employers to band together to set prices and production quotas through industrial codes.

TRUE

16. (p. 44) As the National Industrial Recovery Act (NIRA) safeguards for unions were lost, the Wagner Act resecured organizing rights and specified employer illegal activities.

TRUE

17. (p. 44) The Wagner Act applied to all employers and employees.

FALSE

18. (p. 45) Proponents of the Mohawk Valley formula aligned local interests against the focus of union activities.

TRUE

19. (p. 50) The Labor Management Relations Act of 1947 is also known as the Taft-Hartley Act.

FALSE

20. (p. 50) The Federal Mediation and Conciliation Service was established to aid settlement of unresolved contractual disputes.

TRUE

21. (p. 52) The first step toward rapprochement was the ratification of a no-raid agreement in 1954.

TRUE

22. (p. 53) In the federal service, the Landrum-Griffin Act had forbidden strikes.

FALSE

23. (p. 54) Executive Order 10988 created the Federal Impasse Panel to render binding decisions when negotiations reach an impasse.

FALSE

24. (p. 54) Executive Order 11491 allowed professionals in an agency to decide whether to join a bargaining unit.

FALSE

25. (p. 54) Title VII of the Civil Service Reform Act of 1978 regulates labor-management relations in the federal service.

FALSE

Multiple Choice Questions

26. (p. 27) In most democracies, unions have favored _____, in which the employment relationship would be jointly governed by unions, employers, and the government.

- A.** corporatism
- B. socialism
- C. capitalism
- D. communism

27. (p. 27) Uplift unionism:

- A. occurs when the union's prime goal is to enhance itself at the expense of the workers it represents.
- B. involves the representation of employees' immediate interests.
- C.** is aimed at the general betterment of educational and economic outcomes and labor-management systems for workers.
- D. is primarily oriented toward overthrowing the capitalist system and replacing it with worker control of industry.

28. (p. 27) Which of the following statements about revolutionary unionism is true?

- A. It occurs when the union's prime goal is to enhance itself at the expense of the workers it represents.
- B. It involves the representation of employees' immediate interests.
- C. It is aimed at the general betterment of educational and economic outcomes and labor-management systems for workers.
- D.** It is primarily oriented toward overthrowing the capitalist system and replacing it with worker control of industry.

29. (p. 27) This type of unionism involves the representation of employees' immediate interests, primarily the regulation of wages, hours, and terms and conditions of employment.

- A.** Business unionism
- B. Revolutionary unionism
- C. Uplift unionism
- D. Predatory unionism

30. (p. 27) This type of unionism occurs when the union's prime goal is to enhance itself at the expense of the workers it represents.

- A. Business unionism
- B.** Predatory unionism
- C. Uplift unionism
- D. Revolutionary unionism

31. (p. 27) Most U.S. unions take a(n) _____ unionism approach.

- A.** business
- B. uplift
- C. predatory
- D. revolutionary

32. (p. 28) Until about 1790, journeymen almost exclusively manufactured:

- A.** custom work.
- B. shop work.
- C. order work.
- D. market work.

33. (p. 28) The cordwainers' refusal to work at rates that varied depending on the market for their output was seen by employers as a:

- A. revolutionary act.
- B.** criminal act.
- C. responsible act.
- D. profitable act.

34. (p. 30) What did unions in major U.S. cities do to secure wage increases?

- A. Open new businesses
- B.** Used strikes
- C. Burned shops
- D. Used negotiations

35. (p. 30) When was the National Labor Union founded?

- A. 1920
- B. 1984
- C. 1850
- D.** 1866

36. (p. 30) The National Labor Union's goals were:

- A.** largely political and reformist.
- B. socialist.
- C. undefined at the beginning.
- D. largely economic and immediate.

37. (p. 31) When and where did the Knights of Labor begin?

- A. In New York in 1869
- B. In New Jersey in 1896
- C.** In Philadelphia in 1869
- D. In Pittsburgh in 1896

38. (p. 31) What kind of organization was the Knights of Labor?

- A. A labor union
- B. Part labor organization and part business organization
- C. Part labor organization and part fraternal lodge**
- D. A business organization

39. (p. 31) Which church was the Knights of Labor in conflict with?

- A. Protestant
- B. Fundamentalist Baptist
- C. Anglican
- D. Roman Catholic**

40. (p. 31) The leaders of the Knights of Labor were essentially idealists who favored the use of:

- A. arbitration.**
- B. strikes.
- C. abdication.
- D. threats.

41. (p. 31) Who were the two men who led the negotiations between the Knights of Labor and the church?

- A. Terence Powderly and James Cardinal Gibbons**
- B. Thomas Gains and Bishop John Eggars
- C. David McShann and Pope Pius XII
- D. Uriah Stephens and Adolph Strasser

42. (p. 32) What led to a decline in the Knight's membership in 1893?

- A. Economic depression
- B. Public pressure, power vested in reformist factions, and employers' unwillingness to arbitrate**
- C. High, persistent levels of unemployment
- D. The economic turmoil of the approaching Depression, combined with changes in the direction of the labor movement

43. (p. 33) What did the American Federation of Labor concentrate on?
- A.** Winning tangible gains by entering into collective agreements with employers
 - B. Improving corporate profits
 - C. Growing its membership
 - D. Getting autonomous power for individual craft unions.
44. (p. 33) Who were the two leaders who cemented the base on which the American trade union movement stands?
- A. Calvin Coolidge and John Reed
 - B. James Cardinal Gibbons and Oliver Champps
 - C. Samuel Gompers and Jay Gould
 - D.** James Cardinal Gibbons and Adolph Strasser
45. (p. 35) During the end of the 19th century, why did owners hire agencies such as the Pinkertons?
- A. To preserve their profits
 - B. To protect executives
 - C.** To infiltrate worker organizations and gain intelligence on potential union activities
 - D. To break strikes
46. (p. 37) The IWW's primary goal was to:
- A.** abolish the wage system.
 - B. create higher wages.
 - C. bring in a new kind of wage system.
 - D. usurp management functions.
47. (p. 38) Which were the two major national boycotts to support strikes?
- A.** The Danbury Hatters and Bucks Stove cases
 - B. The Pullman and Hardack cases
 - C. The ATP and Welders cases
 - D. The Chicago Rail and People's Gas cases

48. (p. 38) Which were the two-pronged attacks in the early collective actions on an industrial scale?

- A. Management violence and Pinkerton infiltration
- B. Industrial spying and union sabotage
- C. Adamant resistance by employers and court injunctions**
- D. Management violence and union sabotage

49. (p. 38) Under Sherman Act provisions:

- A. if restraint is found, actual damages can be punitively trebled.**
- B. discrimination against railroad employees based on union membership was prohibited.
- C. the power of federal courts to issue injunctions against union activities was restricted.
- D. numerous previously enjoined activities are protected.

50. (p. 41) The leadership for industrial organizing effort came from within the:

- A. CIO.
- B. ALU.
- C. AFL.**
- D. CAM.

51. (p. 43) The Norris-LaGuardia Act:

- A. severely restricted the power of federal courts to issue injunctions against union activities.**
- B. restricted numerous previously enjoined activities.
- C. opened all rights to demand that employers recognize a union of their employees.
- D. permitted federal courts to enforce yellow-dog contracts.

52. (p. 43) What did the Norris-LaGuardia Act severely restrict?

- A. The power of federal courts to issue injunctions against union activities**
- B. Labor human rights
- C. Labor wages and benefits
- D. The power of employer activities which were likely to disrupt unionization.

53. (p. 44) When was the National Industrial Recovery Act adopted?

- A. 1940
- B. 1990
- C. 1933**
- D. 1910

54. (p. 44) This act, adopted in 1933, encouraged employers to band together to set prices and production quotas through industrial codes.

- A. National Industrial Recovery Act**
- B. Norris-LaGuardia Act
- C. National Labor Relations Act
- D. Wagner Act

55. (p. 44) This act established the National Labor Relations Board.

- A. Wagner Act**
- B. National Industrial Recovery Act
- C. Norris-LaGuardia Act
- D. Taft-Hartley Act

56. (p. 44) What concept or body did the Wagner Act establish?

- A. The National Labor Relations Board
- B. The American Federation of Labor
- C. Alternative dispute resolutions
- D. Exclusive representation**

57. (p. 45) Employers used the so-called _____, linking unions with agitators and communists.

- A. Mohawk Valley formula**
- B. Random approach
- C. Direct approach
- D. American Plan

58. (p. 48-49) This act authorized the seizure of plants involved in labor disputes and required the NLRB to monitor strike votes.

- A.** War Labor Disputes Act
- B. Taft-Hartley Act
- C. Norris-LaGuardia Act
- D. National Industrial Recovery Act

59. (p. 49) As the war ended, consumers yearned for:

- A. higher wages.
- B. better jobs.
- C.** return of durable goods.
- D. holidays and vacations.

60. (p. 50) The Wagner Act was amended and added to with the enactment of the Labor Management Relations Act of 1947, better known as the:

- A. Net Consumer Expectations Act.
- B.** Taft-Hartley Act.
- C. Clayton Act.
- D. Landrum-Griffin Act.

61. (p. 50) Congress enabled states to enact so-called _____ prohibiting union membership as a condition of continued employment.

- A. union busting laws
- B. court-made common laws
- C.** right-to-work laws
- D. right-to-wreck laws

62. (p. 50) Why was the Federal Mediation and Conciliation Service established?

- A.** To aid settlement of unresolved contractual disputes
- B. To abolish collective bargaining
- C. To improve wages
- D. To address employers' unfair labor practices

63. (p. 51) After Taft-Hartley, organized labor realized that:

- A. they would have to exert more influence in lobbying and adopt a more publicly advocative stance on labor issues.
- B. the introduction of new technologies would improve productivity and wages.
- C. politics, not profit, was the key to success.
- D. they had to usurp management functions.

64. (p. 52) What was the first step toward rapprochement between the AFL and CIO?

- A. Unification of labor
- B. Ratification of a no-raid agreement
- C. Abolishing child labor laws
- D. Aiding settlement of unresolved contractual disputes

65. (p. 53) Which act established rights of individual union members to freedom of speech, equal voting rights, control of dues increases, and copies of labor agreements under which they worked?

- A. The Equal Pay Act
- B. The Fair Labor Standards Act
- C. The Landrum-Griffin Act
- D. The Taft-Hartley Act

66. (p. 53) In the federal service, the Taft-Hartley Act had forbidden:

- A. child labor.
- B. union membership.
- C. strikes.
- D. employers' unfair labor practices.

67. (p. 54) In 1962, President Kennedy issued _____, a breakthrough for federal employee unions.

- A. the Labor Fairness Order
- B. Wage Improvement Proclamation
- C. Government Employee Resolution
- D. Executive order 10988

68. (p. 54) Executive Order 11491:

- A. granted arbitration as a final settlement procedure for grievances.
- B. enabled a majority union to bargain collectively with a government agency.
- C. allowed professionals in an agency to decide whether to join a bargaining unit.
- D. allowed individuals to pursue unfair labor practice charges through grievance channels

69. (p. 54) _____ allowed professionals in an agency to decide whether to join a bargaining unit.

- A. Executive order 11491
- B. Executive order 11616
- C. Executive order 11324
- D. Executive order 10988

70. (p. 54) The Federal Labor Relations Authority acts as:

- A. a labor-management buffer.
- B. a replacement management system.
- C. the federal service equivalent of the NLRB.
- D. the equivalent of the Taft-Hartley Act.

Short Answer Questions

71. (p. 27) What is meant by uplift unionism?

Uplift unionism, concerned with social issues, is aimed at the general betterment of educational and economic outcomes and labor-management systems for workers.

72. (p. 27) Define business unionism.

Business unionism involves the representation of employees' immediate interests, primarily the regulation of wages, hours, and terms and conditions of employment.

73. (p. 31) Write a short note on the Knights of Labor.

The Knights of Labor began in Philadelphia in 1869. Its goals and membership, while different from those ultimately embodied in the U.S. labor movement, more closely approximated the final pattern than the NLU. It was part labor organization and part fraternal lodge. A basic position of the Knights of Labor held that all workers had common interests that blurred craft distinctions. Philosophically, the Knights of Labor was more willing than the NLU to recognize the short-term legitimacy of capitalism.

74. (p. 38) Write a brief note on the Danbury Hatters boycott case.

A major national boycott to support strikes, the Danbury Hatters case, led to sharp legal reverses for labor organizations. In this case, the employer charged the union with conspiring to restrain trade, a violation of the Sherman Antitrust Act. Under Sherman Act provisions, if restraint is found, actual damages can be punitively trebled. The union lost, and it appeared that employees would have to pay damages, but the AFL and the United Hatters' national organization "passed the hat" and paid the fines.

75. (p. 40) What are yellow-dog contracts?

Employers championed the open shop, ostensibly to preserve the freedom of employees to refrain from joining unions. But the freedom to join was discouraged through the use of yellow-dog contracts, which applicants and employees were required to sign, indicating they understood union membership was grounds for discharge. As the decade wore on, yellow-dog contracts were seen increasingly as instruments of coercion, severely restricting the private rights and potential economic power of employees.

76. (p. 43) Briefly explain the Norris-LaGuardia Act.

By the time the Norris-LaGuardia Act was passed in 1932, Congress had recognized the legitimacy of collective bargaining. Until Norris-LaGuardia, acceptance of a collective bargaining relationship had to devolve from a voluntary employer action. The act severely restricted the power of federal courts to issue injunctions against union activities. The act also forbade federal courts from enforcing yellow-dog contracts. Courts had previously upheld their legality. While the Norris-LaGuardia Act protected numerous previously enjoined activities, it was a neutral policy—it did not open any right to demand that employers recognize a union of their employees.

77. (p. 44) What were the major duties of the National Labor Relations Board?

The Wagner Act established the National Labor Relations Board (NLRB), whose major duties were to determine which, if any, union was the employees' choice to represent them and to hear and rule on alleged unfair labor practices.

78. (p. 44) Briefly explain the concept of exclusive representation established by the Wagner Act.

The Wagner Act established the concept of exclusive representation in the agency relationship between the union and the employees. Where a majority of employees chose a union, that union would represent all employees in the unit in bargaining over issues of wages, hours, and terms and conditions of employment.

79. (p. 45) What is meant by the Mohawk Valley formula?

Employers used the so-called Mohawk Valley formula, linking unions with agitators and communists. Proponents of this strategy organized back-to-work drives during strikes, got local police to break up strikes, and aligned local interests against the focus of union activities.

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80. (p. 53) Write a short note on the Landrum-Griffin Act.

The Landrum-Griffin Act established rights of individual union members to freedom of speech, equal voting rights, control of dues increases, and copies of labor agreements under which they worked. Unions were required to file periodic reports of official and financial activities and financial holdings of union officers and employees, and employers were required to report financial transactions with unions. Internal union political activities involving the election of officers and the placing of subordinate bodies under trusteeship were regulated. Recently convicted felons were barred from holding office. Extortionate picketing was prohibited.