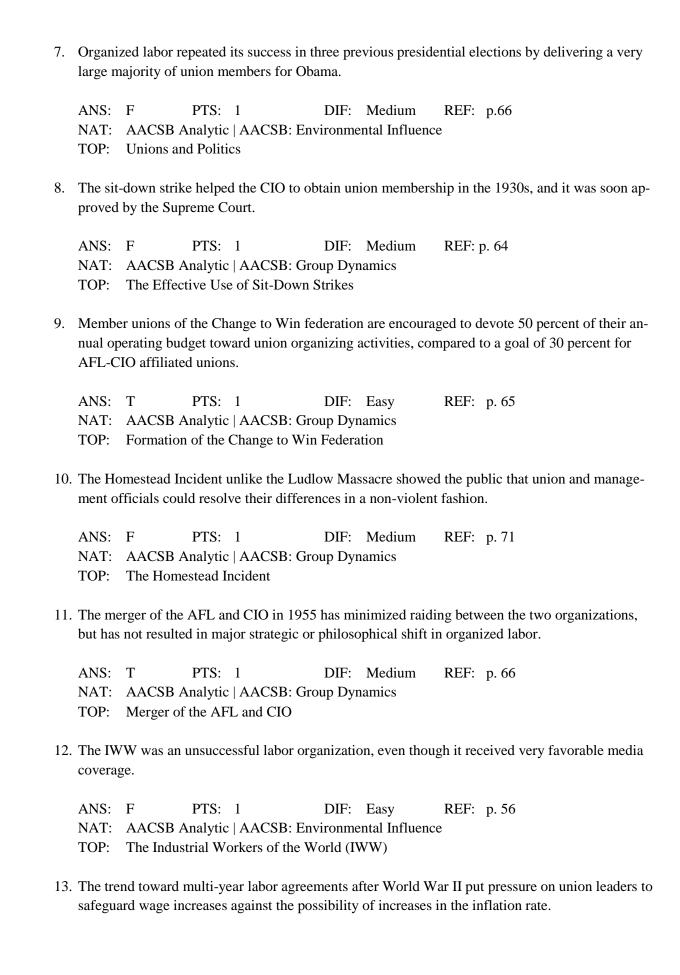
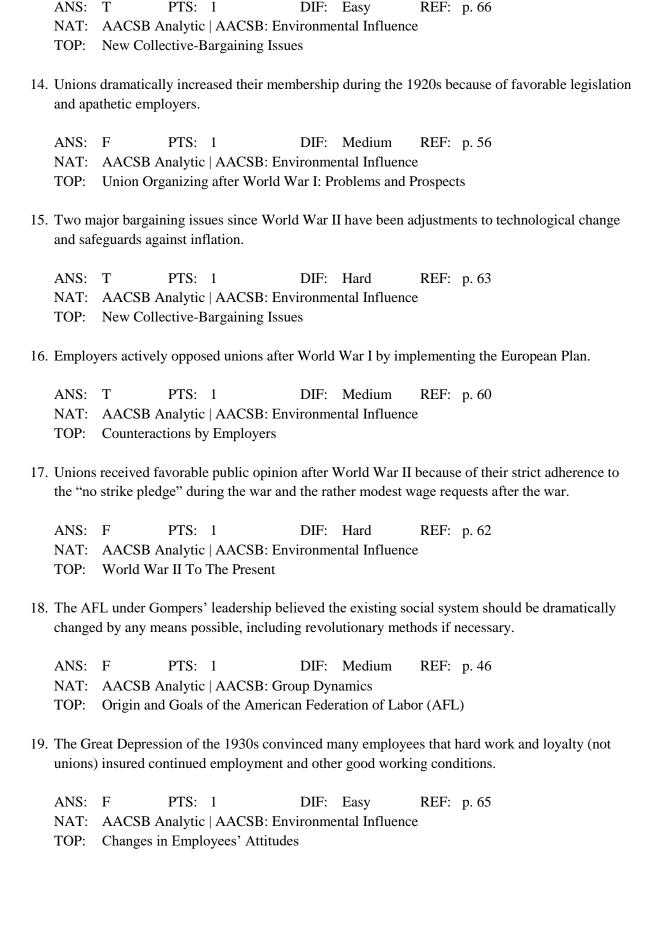
CHAPTER 2 Evolution of Labor-Management Relationships

TR	HE	/FA	LSE
		/ I'' /=	/ T

C/F/	ALSE						
1.	The Haymarket Riot, Homestead Incident, and the Pullman Strike eliminated Samuel Gompers' leadership effectiveness in the AFL.						
	ANS: F PTS: 1 DIF: Medium REF: p. 71 NAT: AACSB Analytic AACSB: Leadership Principles TOP: The Pullman Strike						
2.	While the CIO and KOL shared somewhat the "one big union" concept, the CIO's goals were more similar to the AFL than to the KOL.						
	ANS: T PTS: 1 DIF: Medium REF: p. 62 NAT: AACSB Analytic AACSB: Group Dynamics TOP: Realistic Goals						
3.	One change since 1950 is organized labor's current emphasis on short-range reform instead of long-range material goals.						
	ANS: T PTS: 1 DIF: Easy REF: p. 67 NAT: AACSB Analytic AACSB: Group Dynamics TOP: Pursuit of Short-Range Economic and Job Security Goals Instead of Long-Range Reform						
4.	The leadership of the Knights of Labor was more interested in seeking higher wage increases for employees than in seeking moral betterment .						
	ANS: F PTS: 1 DIF: Medium REF: p. 41 NAT: AACSB Analytic AACSB: Group Dynamics TOP: Goals and Organizations of the KOL						
5.	The new Change to Win federation believes that the AFL-CIO should be supportive of the Democratic Party, even when party leaders did not stand with organized labor on key issues, such as opposition to the North American Free Trade Agreement and subsequent proposed trade pacts.						
	ANS: F PTS: 1 DIF: Hard REF: p. 69 NAT: AACSB Analytic AACSB: Group Dynamics TOP: Unions and Politics						
6.	Many new members joined the Knights of Labor because of the organization's "get tough" militant stance during the Haymarket Riot.						
	ANS: F PTS: 1 DIF: Medium REF: p. 62 NAT: AACSB Analytic AACSB: Group Dynamics TOP: The Eight-Hour Workday Movement and the Haymarket Riot						





	20.	O. The "criminal conspiracy" doctrine means that union organizing prior to 1842 could result in an injunction against the union organizers.		
		ANS: NAT: TOP:	PTS: 1 DIF: Medium REF: p.4 AACSB Analytic AACSB: Legal Responsibilities Criminal Conspiracy Doctrine	
	21.		minal conspiracy" doctrine means that union organizing prior to 1842 could result in a n against the union organizers.	n
			PTS: 1 DIF: Medium REF: p.40 AACSB Analytic AACSB: Legal Responsibilities Criminal Conspiracy Doctrine	
	22.	The yel	ow-dog contract guarantees that employees are not required to participate in union acti	vi-
		ANS: NAT: TOP:	AACSB Analytic AACSB: Legal Responsibilities Breach of Contract (Contractual Interference) and Use of the Labor Injunction	
	23.		Gompers, AFL president, proclaimed the Clayton Act to be the Magna Charta of U.S. ever, the legislation did not prove to help labor organizers.	la-
		ANS: NAT: TOP:	AACSB Analytic AACSB: Legal Responsibilities Application of Antitrust Legislation to Labor Unions	
MULT	ΓIΡΙ	LE CHO	ICE	
	1.	a. wasb. proc. wasd. out	th American Free Trade Act (NAFTA): the cause of the Haymarket Riot. ided a strong incentive for employees to unionize. Samuel Gompers' biggest political accomplishment. wed the sit-down strike of the CIO. passed over organized labor's strong opposition.	
		ANS: NAT: TOP:	E PTS: 1 DIF: Medium REF: p. 66 AACSB Analytic AACSB: Environmental Influence Unions and Politics	
	2.	a. rec b. inv	nestead Incident: ved more favorable media attention than the Haymarket Riot. lved unilateral wage reductions at a Carnegie owned steel mill. ved that AFL could offer some financial support to one of its member unions. of these	

e. none of these

ANS: D PTS: 1 DIF: Medium REF: p. 59

NAT: AACSB Analytic | AACSB: Environmental Influence

TOP: The Homestead Incident

- 3. John L. Lewis was:
 - a. the first labor-backed president of the United States.
 - b. a U.S. senator known for the "Lewis Bill of Employee Rights."
 - c. the first president of the AFL.
 - d. a publicized leader of the CIO.
 - e. the founder of IWW.

ANS: D PTS: 1 DIF: Easy REF: p. 62

NAT: AACSB Analytic | AACSB: Leadership Principles

TOP: Rise of the CIO and Industrial Unionism

- 4. The first signs of employee organizations in the United States occurred among:
 - a. railroad workers.
 - b. skilled craftspeople such as shoemakers.
 - c. unskilled general laborers.
 - d. public employees.
 - e. steelworkers.

ANS: B PTS: 1 DIF: Medium REF: p. 49

NAT: AACSB Analytic | AACSB: Group Dynamics

TOP: 1869 To World War I

- 5. The AFL's political action goals:
 - a. were directed at establishing a third independent political party that could best represent labor's interests and attempted to change the existing capitalist system.
 - b. were basically nonexistent.
 - c. stressed the principle, "reward your friends, punish your enemies."
 - d. attempted to change the existing capitalist system.
 - e. were directed at establishing a third independent political party that could best represent labor's interests.

ANS: C PTS: 1 DIF: Medium REF: p. 58

NAT: AACSB Analytic | AACSB: Group Dynamics

TOP: Unions and Politics

- 6. The strength of any labor organization depends on which of the following?
 - a. The ability of union leaders to identify and satisfy members' goals and interests.
 - b. Its structural and financial stability.
 - c. Its ability to work within established political and economic systems.
 - d. Supportive or disruptive features of the broader social environment such as legislation, mass media, etc.
 - e. all of these

ANS: E PTS: 1 DIF: Medium REF: p. 62

NAT: AACSB Analytic | AACSB: Environmental Influence

TOP: 1869 To World War I

7. The Civil War encouraged the growth of unions as it:

- a. refined and encouraged mass production techniques with meant a concentration of a new and larger force under one factory roof.
- b. created a more militant philosophy of protest which continued after the war's end.
- c. served as a training ground for future union leaders.
- d. all of these
- e. none of these

ANS: A PTS: 1 DIF: Medium REF: p. 39

NAT: AACSB Analytic | AACSB: Environmental Influence

TOP: 1869 To World War I

- 8. The CIO split from the AFL because of the CIO's emphasis on:
 - a. Employee Representation Plans.
 - b. having Gompers "lead CIO unions into greatness."
 - c. organizing craft workers.
 - d. Republican party politics.
 - e. organizing employees in mass-production industries.

ANS: E PTS: 1 DIF: Medium REF: p. 59

NAT: AACSB Analytic | AACSB: Group Dynamics

TOP: Rise of the CIO and Industrial Unionism

- 9. The Pullman Strike:
 - a. reflected the importance of international forces in labor disputes.
 - b. increased the membership and strengthened the power of the ARU.
 - c. showed that rival unions such as the AFL and the ARU can pull together on significant labor disputes.
 - d. illustrated that a small union like the ARU can overcome a large employer if members rally to a common cause.
 - e. largely resulted in the elimination of an AFL rival, namely, the American Railway Union (ARU).

ANS: E PTS: 1 DIF: Medium REF: p. 54

NAT: AACSB Analytic | AACSB: Environmental Influence

TOP: The Pullman Strike

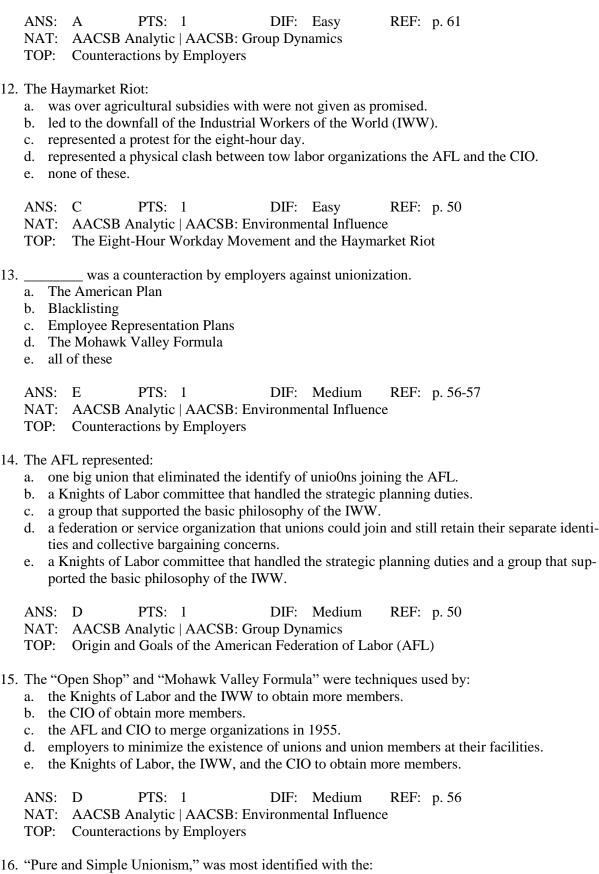
- 10. The Congress of Industrial Organization's tremendous success in organizing employees after its formation in 1935 was not due in part to:
 - a. strong CIO leadership.
 - b. favorable legislation.
 - c. use of the sit-down strike.
 - d. active cooperation with the American Federation of Labor.
 - e. none of these contributed to the CIO's organizing success.

ANS: D PTS: 1 DIF: Medium REF: p. 58-59

NAT: AACSB Analytic | AACSB: Group Dynamics

TOP: Rise of the CIO and Industrial Unionism

- 11. Employee Representation Plans (ERPs) were:
 - a. employer-originated alternative to unions.
 - b. affiliated with the Knights of Labor.
 - c. the earliest forms of employee health insurance.
 - d. affiliated with the American Federation of Labor.
 - e. fronts for radical labor ideologies.



a. unions seeking to change the existing capitalist system.

b. American Railway Union.

c. Industrial Workers of the World.d. American Federation of Labor.e. Knights of Labor.
ANS: D PTS: 1 DIF: Easy REF: p. 51 NAT: AACSB Analytic AACSB: Group Dynamics TOP: Origin and Goals of the American Federation of Labor (AFL)
 17. The Knights of Labor (KOL) differed from the Industrial Workers of the World (IWW) in that the KOL: a. assumed employees and employers had similar interests. b. allowed most employees to join their organization without much regard to occupation. c. spoke out against the effects on the employee of the existing manufacturing system. d. wanted to change the existing wage and profit system. e. all of these are differences between the KOL and the IWW. ANS: A PTS: 1 DIF: Easy REF: p. 46
NAT: AACSB Analytic AACSB: Group Dynamics TOP: The Industrial Workers of the World (IWW)
 18. Powderly felt employees who joined the KOL: a. needed to loosen up a bit and have a good time at union functions such as picnics and needed to be educated on major problems which they were previously unable to understand. b. knew what was best for them. c. needed to loosen up a bit and have a good time at union functions such as picnics. d. needed to be educated on major problems with they were previously unable to understand. e. all of these
ANS: D PTS: 1 DIF: Hard REF: p. 47 NAT: AACSB Analytic AACSB: Group Dynamics TOP: Goals and Organizations of the KOL
 19. "Big Bill Haywood," an initial leader of the IWW: a. founded the KOL. b. was largely responsible for turning the IWW into a highly effective organization. c. defended the capitalistic system until he was assassinated by left wing radicals. d. agreed with Gompers that overthrow of the existing capitalistic system by any means possible was the sole goal of labor unions. e. none of these
ANS: E PTS: 1 DIF: Easy REF: p. 56 NAT: AACSB Analytic AACSB: Leadership Principles TOP: The Industrial Workers of the World (IWW)
 20. The Local Assembly was the basic unit in the Knights of Labor since it: a. could veto any matter raised by the Executive Board. b. could veto any matter raised by the Executive Board and provided the major source of members. c. provided the major source of members. d. was often involved in a key KOL activity – the strike. e. all of these
ANS: C PTS: 1 DIF: Medium REF: p. 46 NAT: AACSB Analytic AACSB: Group Dynamics

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TOP: Goals and Organizations of the KOL