

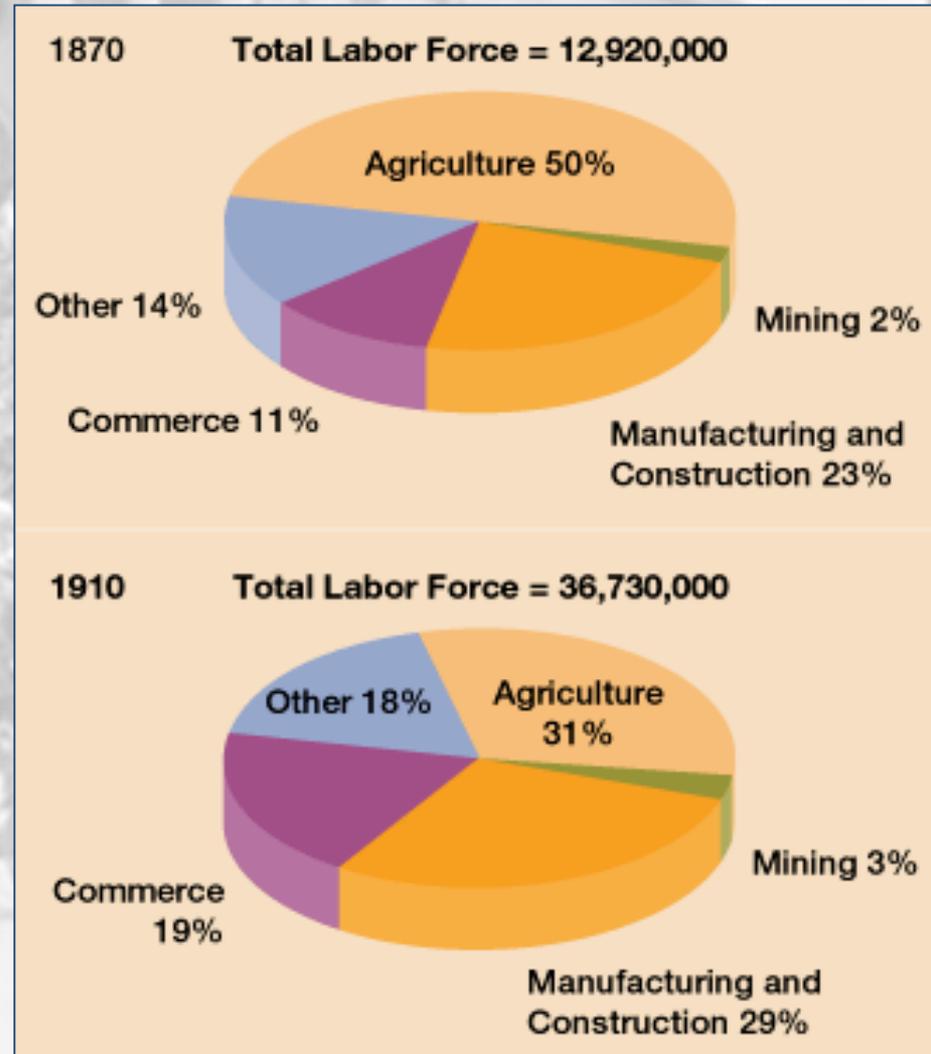
# The Rise of Labor Unions



# Changing Labor Force

## Effects of the Industrial Revolution:

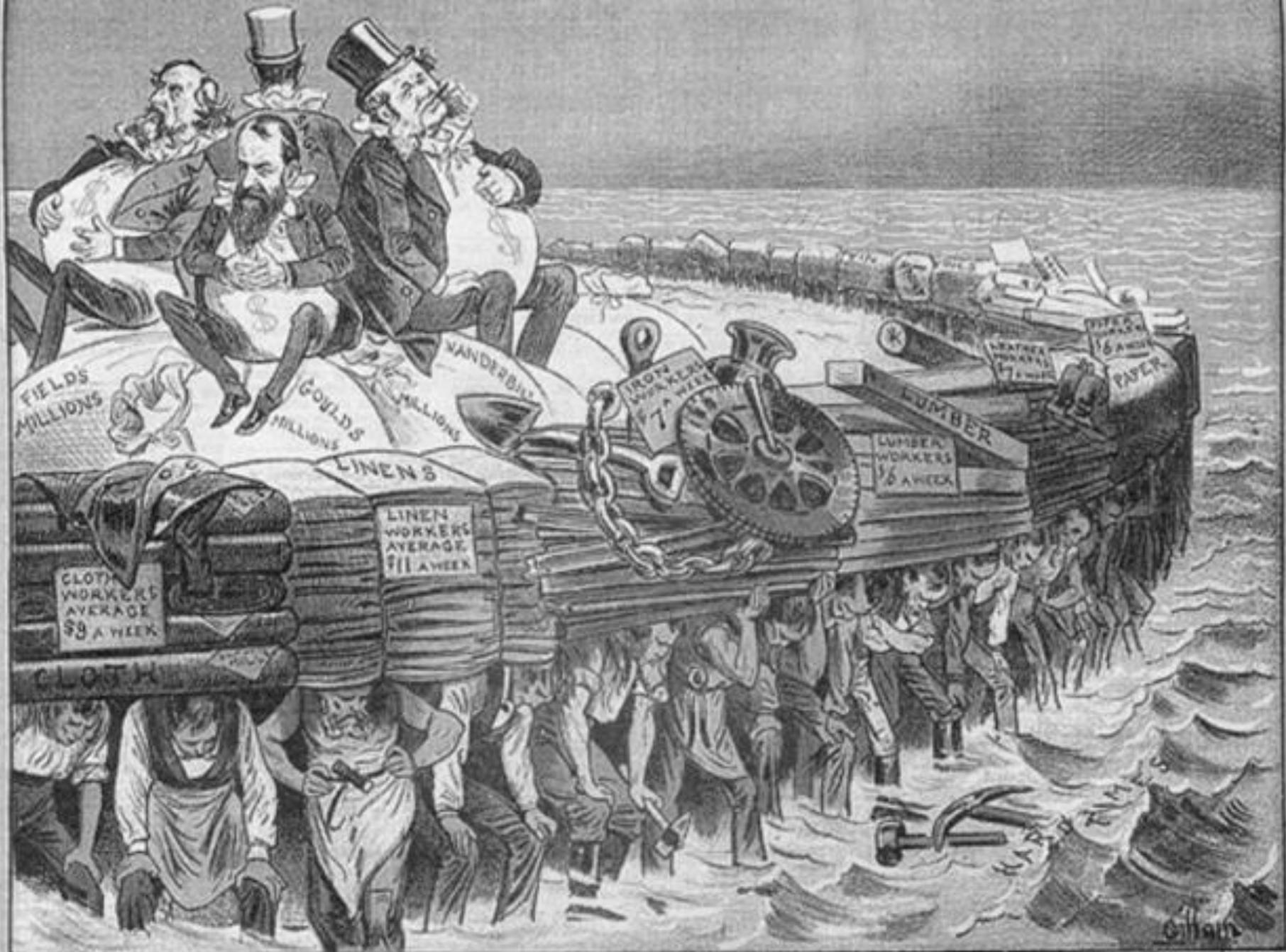
- *Laissez-faire* capitalism led to poor working conditions
- Wages were low because of a large, unskilled labor force
- North saw more industrialization because of the stable presence of capital and labor



# Working Conditions

- Small, crowded rooms
- Specialization made workers tired, bored, and more likely to be injured
- Managers paid less attention to working conditions
- Poorly lit and ventilated “sweatshops” were common
- Unsafe workplaces
- Long hours
- Low wages
- No job security

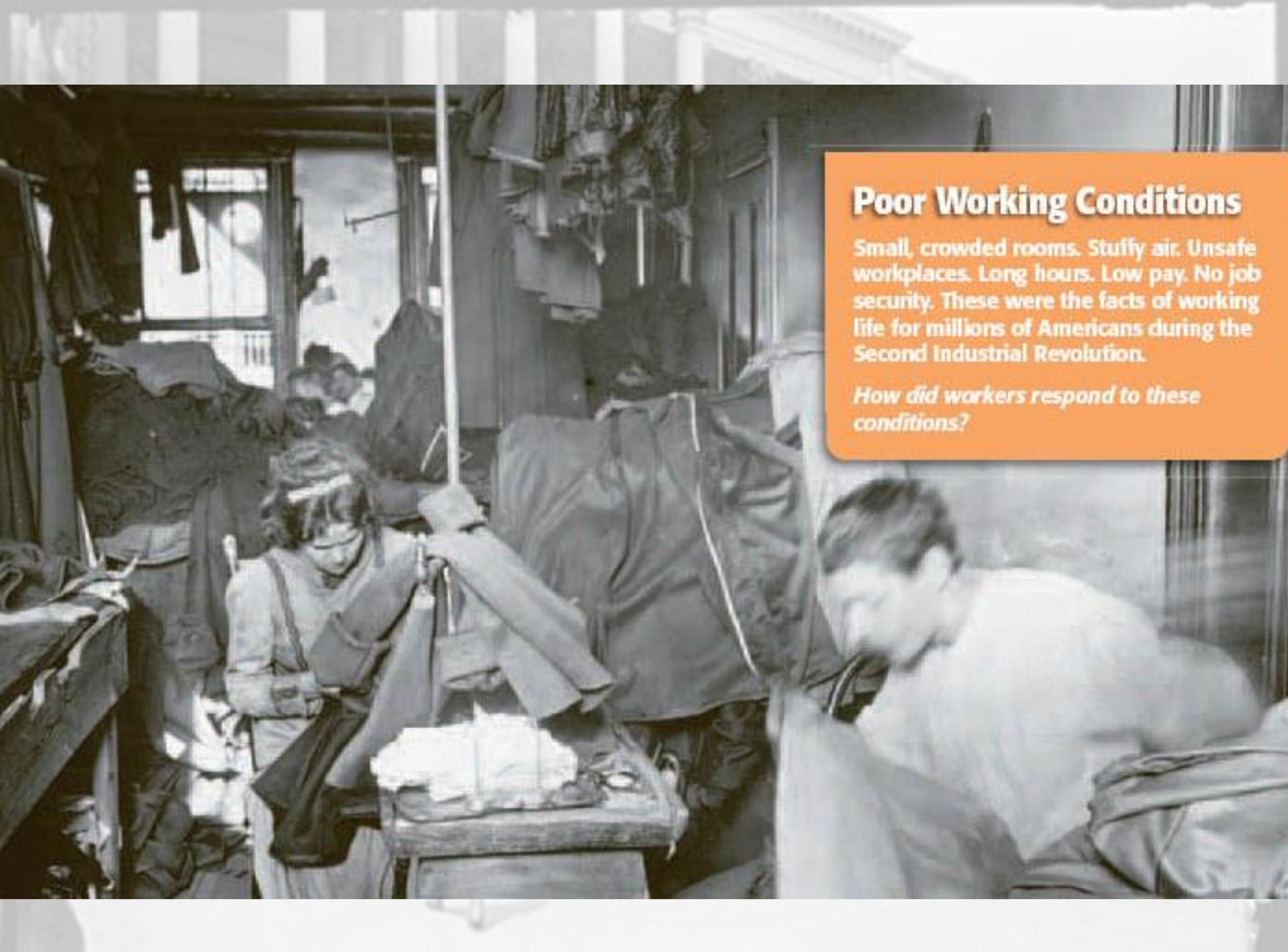




THE PROTECTORS OF OUR INDUSTRIES.



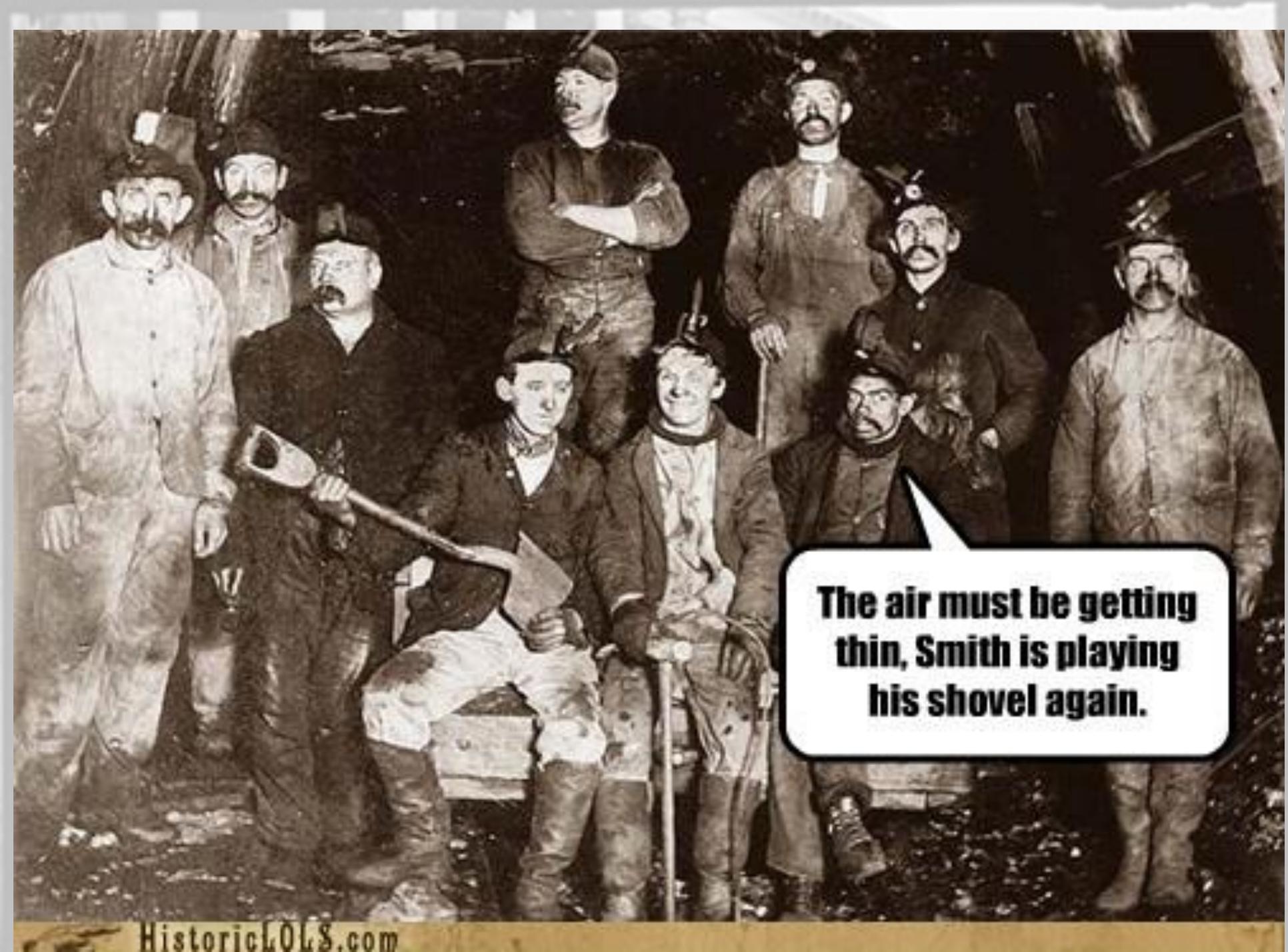
ONE SEES HIS FINISH UNLESS GOOD GOVERNMENT RETAKES THE SHIP.



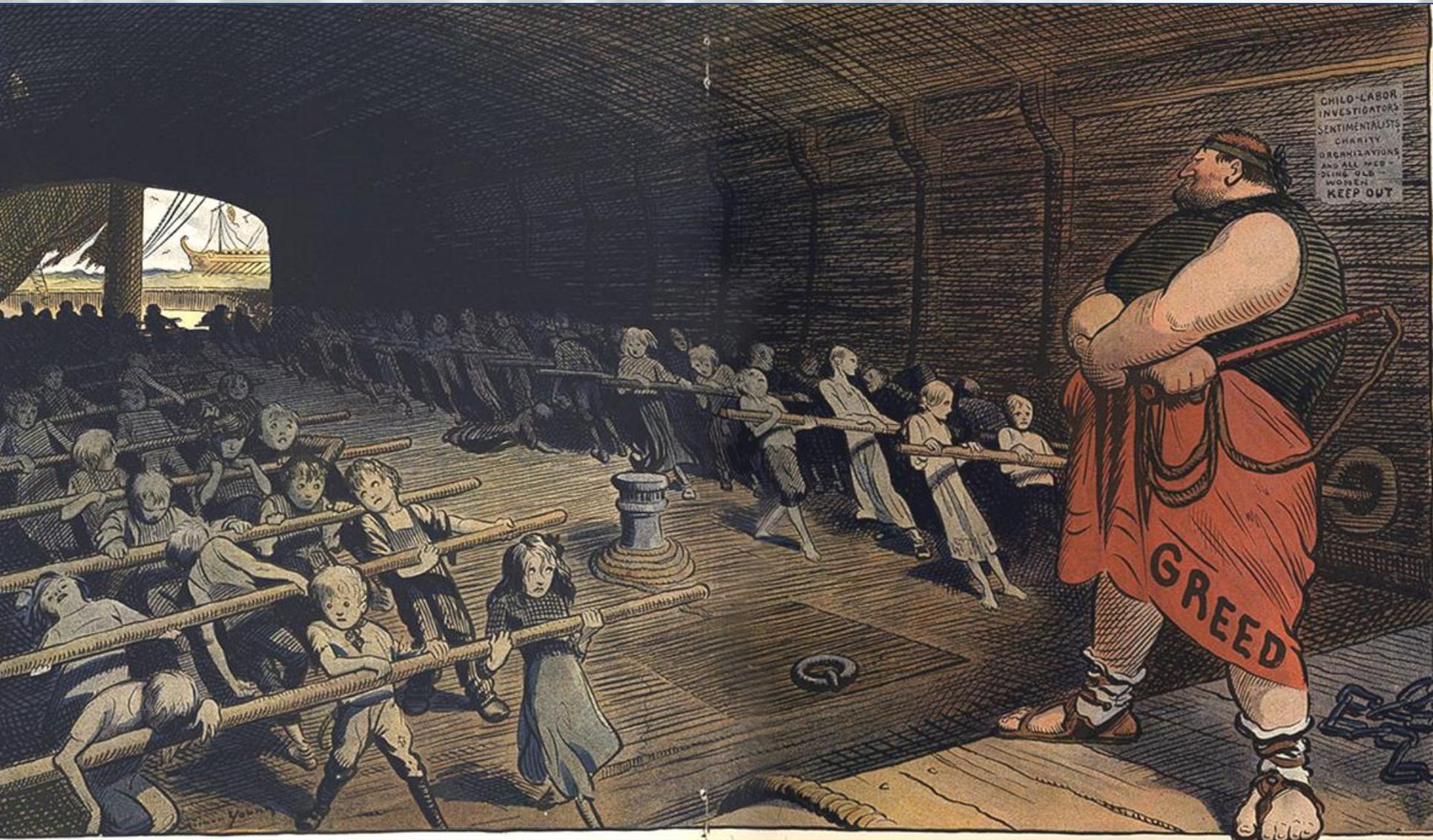
## Poor Working Conditions

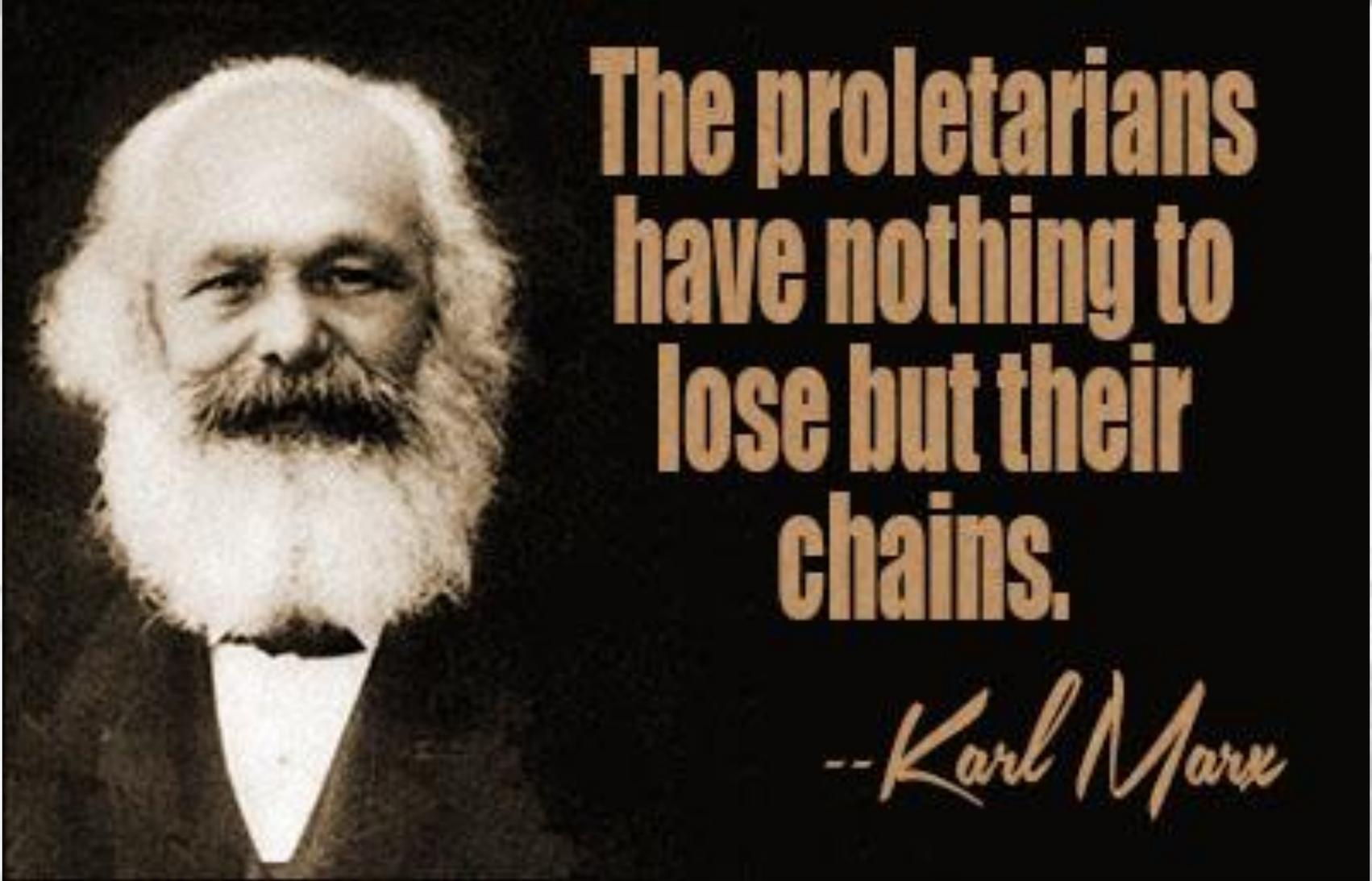
Small, crowded rooms. Stuffy air. Unsafe workplaces. Long hours. Low pay. No job security. These were the facts of working life for millions of Americans during the Second Industrial Revolution.

*How did workers respond to these conditions?*



**The air must be getting thin, Smith is playing his shovel again.**





- Karl Marx/Frederick Engels wrote The Communist Manifesto comparing the system to capitalism in 1848; Proletariat struggle against the Bourgeoisie
  - Workers (proletariat) are exploited by factory owners (Bourgeoisie)
  - Workers should overthrow the capitalists and redistribute wealth and property

# Panic of 1893

RRs going “nowhere to nothing”  
too fast → many go bankrupt →

Stocks plummet →

Banks lose confidence and stop  
giving loans →

Farmers had borrowed too much  
& businesses had sold too much  
on credit

Result: Govt revenue and reserves  
drop → value of gold drops



# Coxey's Army

-Led by Ohio businessman Jacob Coxey

-The purpose of the march was to protest the unemployment caused by the **Panic of 1893**

-Lobbied for the govt to create jobs which would involve building roads and other public works improvements

-Wanted workers paid in paper currency which would expand the currency in circulation



1<sup>st</sup> significant popular protest march on Washington, D.C. (500+ men)

Result: Coxey was arrested for trespassing on public property and the protestors dispersed

# Labor Tactics

- Picketing: public protest against mgmt. practices that involves members marching and carrying signs at work site
- Strikes: walkouts - most effective
- Wildcat Strikes: striking without labor union leader authorization
- Boycott: refusing to purchase the products of a company

# Business Owners/Management

## Issues

- Granting any of the labor's demands would cut into profits
- Large supply of labor meant workers could easily be replaced
- The U.S. govt showed no support for labor

## Tactics Against Labor

- Lockout: mgmt. closed the factory or place of employment
- Blacklist: record kept by companies of employees who shouldn't be hired because of union activity
- Scabs: non-union, replacement workers hired during a strike

# Union Security

- **Closed Shop:** union membership is a prerequisite to employment - later outlawed by the Taft-Hartley Act (1947)
- **Open Shop:** membership is voluntary
- **Union Shop:** hire members or nonmembers, but they must become members after a certain period of time or they have to be terminated
- **Maintenance of Membership Agreement:** must continue their memberships until the termination of the agreement

