



CHAPTER LEARNING OBJECTIVES

- 1. THE STUDENTS WILL BE ABLE TO DEFINE THE FOLLOWING TERMS - "LABOR FORCE ", "EMPLOYMENT ", AND "UNEMPLOYMENT "**
- 2. THE STUDENTS WILL BE ABLE TO IDENTIFY AND EXPLAIN THE 4 TYPES OF LABOR AND THEIR CHARACTERISTICS**
- 3. THE STUDENTS WILL BE ABLE TO DEFINE AND EXPLAIN WHAT "BLUE COLLAR " AND "WHITE COLLAR " LABOR IS AND WHERE THESE TERMS COME FROM**
- 4. THE STUDENTS WILL BE ABLE TO IDENTIFY THE 4 FACTS REGARDING LABOR SUPPLY AND DEMAND**
- 5. THE STUDENTS WILL BE ABLE TO DEFINE "PRODUCTIVITY "**
- 6. THE STUDENTS WILL BE ABLE TO DEFINE AND EXPLAIN THE 5 FACTORS THAT EFFECT WAGES**
- 7. THE STUDENTS WILL BE ABLE TO DEFINE AND EXPLAIN THE ORIGINS OF "GLASS CIELINGS " AND "AFFIRMATIVE ACTION "**
- 8. THE STUDENTS WILL BE ABLE TO IDENTIFY AND EXPLAIN THE CHARACTERISTICS OF THE 2 GENERAL TYPES OF LABOR UNIONS**
- 9. THE STUDENTS WILL BE ABLE TO IDENTIFY AND EXPLAIN THE CHARACTERISTICS OF THE 3 TYPES OF UNION WORKPLACES**
- 10. THE STUDENTS WILL BE ABLE TO IDENTIFY AND EXPLAIN THE 8 KEY DEVELOPMENTS IN THE EVOLUTION OF ORGANIZED LABOR IN THE UNITED STATES**
- 11. THE STUDENTS WILL BE ABLE TO EXPLAIN THE PURPOSE OF "STIKES " AS WEAPONS OF THE UNIONS**
- 12. THE STUDENTS WILL BE ABLE TO DEFINE AND EXPLAIN THE 4 ANTI-UNION TACTICS DEVELOPED BY MANAGEMENT**
- 13. THE STUDENTS WILL BE ABLE TO IDENTIFY AND EXPLAIN THE IMPORTANCE OF THE 3 KEY DEPRESSION ERA LEGISLATIVE ACTS THAT HELPED LABOR**

14. **THE STUDENTS WILL BE ABLE TO IDENTIFY AND EXPLAIN THE 3 METHODS THAT HAVE BEEN DEVELOPED FOR SOLVING LABOR DISPUTES**

15. **THE STUDENTS WILL BE ABLE TO IDENTIFY AND EXPLAIN THE 5 FACTORS THAT HAVE LED TO THE DECLINE OF ORGANIZED LABOR**

WHAT IS THE “LABOR FORCE” ?

WHO IS CONSIDERED EMPLOYED ? - 3 FACTS :

1.

2.

3.



WHO IS CONSIDERED UNEMPLOYED ? 4 FACTS :

1.

2.

3.

4.



WHO IS NOT INCLUDED IN THE UNEMPLOYMENT STATISTICS ?

WHAT ARE THE 4 CHARACTERISTICS OF THE LABOR FORCE ?

1.

2.

3.



4.

WHAT ARE THE 4 TYPES OF LABOR AND THEIR CHARACTERISTICS ?

- “BLUE COLLAR “**
1. **“UNSKILLED” -**
 2. **“SEMI - SKILLED” -**
 3. **“SKILLED” -**



4. **“PROFESSIONAL / WHITE COLLAR” -**

WHAT ARE THE 4 FACTS REGARDING LABOR SUPPLY AND DEMAND ?

1. **“PRODUCTIVITY” -**

2.

3.



4. **“EQUILIBRIUM WAGE” -**

WHAT ARE THE 5 FACTORS THAT EFFECT WAGES

1.

2.

3.

4.

5.



WHAT ARE “GLASS CIELINGS” ?

WHAT IS / WAS “AFFIRMATIVE ACTION” ?

FACTS ABOUT YOUR LABOR MARKET :

“The world is no longer round , its flat ” . ~ Thomas L. Friedman

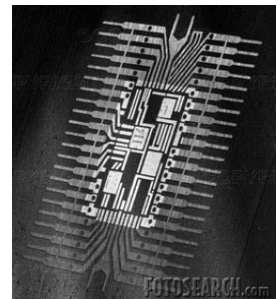
BY FLAT WE MEAN THERE ARE NO BOUNDARIES , OR INHIBITORS , ANY MORE > 3 THINGS HAVE CAUSED THIS :

- 1.
- 2.
- 3.



“ FLAT ” WORLD > WHAT IS THE IMPACT ?

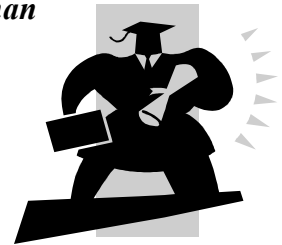
- 1.
- 2.
- 3.



“ FLAT ” WORLD > HOW DOES IT AFFECT ME ?

“ You better get flat or you will get flattened ” . ~ Thomas L. Friedman

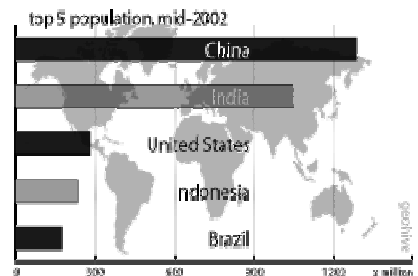
- 1.
- 2.



“ Get educated , or die ” . ~ Thomas L. Friedman

- 3.

- 1.
- 2.



ARE YOU READY TO COMPETE ??

DISPELLING THE POPULAR MYTHS :

1. **“ OUTSOURCING ” -**



1.

2.

2.

1.

2.

3.

4.

3. “ FREE TRADE ” -



1.

2.

3.

1.

2.

3.

WHAT IS A “ LABOR UNION ” ?

WHAT ARE THE 2 GENERAL TYPES OF LABOR UNIONS AND THEIR CHARACTERISTICS ?

1. “ INDUSTRIAL ” -

2. “ CRAFT / TRADE ” -



WHAT ARE THE 3 TYPES OF UNION WORKPLACES AND THEIR CHARACTERISTICS ?

1. “ CLOSED SHOP ” -

2. “UNION SHOP” -

3. “AGENCY SHOP” -



NEGOTIATING AGREEMENTS BETWEEN MANAGEMENT AND LABOR :

1. “COLLECTIVE BARGAINING” -

2. “MEDIATION” -

3. “ARBITRATION” -



WHAT ARE THE 2 TOOLS USED BY ORGANIZED LABOR IF CONTRACT NEGOTIATIONS FAIL ?

1. “STRIKE” -

2. “PICKET” -



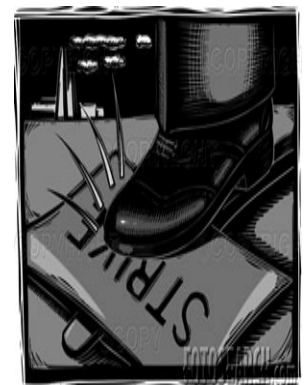
WHAT ARE / WERE THE 4 ANTI-UNION TACTICS DEVELOPED BY MANAGEMENT ?

1. “YELLOW DOG CONTRACTS” -

2. “INJUNCTIONS” -

3. “SCABS” -

4. “LOCKOUTS” -



WHAT ARE THE 6 KEY DEVELOPMENTS IN THE RISE AND EVOLUTION OF ORGANIZED LABOR IN THE UNITED STATES ?

1.

2. **“THE KNIGHTS OF LABOR”** -

3. **SAM GOMPERS** -

“AMERICAN FEDERATION OF LABOR” >- **AFL** -

4. **“CIO”** -

5. **DEPRESSION ERA LEGISLATION :**

1. **“1932 NORRIS – LA GUARDIA ACT”** -

2. **“1935 NATIONAL LABOR RELATIONS ACT”** -

3. **“1938 FAIR LABOR STANDARDS ACT”** -



6.

WHAT ARE THE 6 FACTORS THAT HAVE LED TO THE DECLINE OF ORGANIZED LABOR ?

1.

2.

3.

4.

5.

6.



OSHA