

## J. LABOR IN INDUSTRY

### J1. Understand Labor's Role In Employee Wages, Benefits, and Safety Issues

#### J1.1. Understand the different roles of labor and management

**Performance Objective:** Given that both labor and management share many concerns and issues and that teamwork is necessary, the student will be able to identify the roles of labor and management and state the objectives of each.

PERSPECTIVES AND ROLES OF	
LABOR	MANAGEMENT
Provide a shop floor perspective	Provide a management and investor perspective
Represent and satisfy needs of employees	Represent and satisfy needs of investors/owners
Concern for employee job/function skills and safety training needs	Concern for management skills and safety training needs
Broad responsibilities in front-line skills, knowledge and technologies	Broad responsibilities in finance, design, facilities, sales, marketing
Achievement of productivity and quality	Achievement of missions and goals
Direct customer satisfaction (internal and external)	Indirect and direct customer satisfaction
Concerns with wages, working conditions and issues of basic fairness	Concerns with profits, corporate and business ethics

#### J1.2. List topics related to wages, benefits and safety issues

**Performance Objective:** After studying worker issues regarding benefit, wages and safety issues, the student will be able to list five issues in each of the three areas.

ISSUES		
WAGES	BENEFITS	WORKING CONDITIONS
Skill levels	Medical, dental	Safety and health
Experience levels	Pensions (retirement)	Tools
Materials expertise	Life, accident insurance	Materials
Profit sharing	Sick leave	Chemicals
Over-time	Severance pay	Hygiene
Part-time	Holidays	Protective equipment
COLA	Vacations	Training
Shift premiums	Personal-civic leaves	Shop stewards
	Family and bereavement	Breaks, lunch
		Worker's compensation and unemployment compensation.

## J2. Understand Role of Labor Unions in the Economy

### J2.1. Social and manufacturing changes and employee needs

**Performance Objective:** The student will be able to identify workers' issues, jobs and productivity, automation and robotics, plant closures, corporate downsizing and subcontracting changes and their impact on the workplace.

## J3. Know What a Grievance Is and How It May be Pursued

### J3.1. Identify grievable or employee complaint situations.

**Performance Objective:** The student will be able to explain what a grievance is.

MOST TYPICAL GRIEVANCES
Asked to do a task that is judged to be unsafe
Asked to do a task for which one is untrained
Unfair treatment relative to other workers
Asked to work beyond contracted time without compensation
Observation of unethical conduct
Anything believed to be a violation of a negotiated contract or an employment agreement
Anything believed to be a violation of company rules or state or federal regulations

### J3.2. List steps of a grievance or dispute resolutions.

**Performance Objective:** Given a dispute or worker grievance, the student will be able to identify the appropriate steps to be taken to assure successful resolution.

GRIEVANCE AND DISPUTE RESOLUTION PROCESS	
UNION SHOP	NON-UNION SHOP
1. Notify shop steward of the situation	1. Follow procedures in the employee handbook
2. Shop steward will notify supervision of proceedings initiation	2. Determine if federal or state regulations apply to the situation
3. Document the situation	
4. Work with shop steward to identify witness and request statements	
5. Shop steward, employee, and supervisor review grievance	
6. Follow grievance procedures as determined by the contract	

## J4. Know What a Shop Steward Does

### J4.1. Identify the duties of a shop steward.

**Performance Objective:** The student will be able to discuss the role and responsibilities of a typical union shop steward.

SHOP STEWARD DUTIES
Know the content of the contract agreement
Communicate union/employee issues with shop floor members
Monitor collective bargaining agreement
Mediate grievance at the lowest possible stage of the process

## J5. Understand Protections of Collective Bargaining and a Negotiated Contract

### J5.1. Describe the collective bargaining process.

**Performance Objective:** After studying the basic elements and procedures of a labor contract and the negotiating process, the student will be able to discuss the steps of the collective bargaining process and how collective bargaining is a tool for economic democracy at the work place. (Familiarity only)

BASIC STEPS IN THE COLLECTIVE BARGAINING PROCESS	
Contract negotiations prior to end of current contract	
Involves representative of labor and management	
Each side presents its proposals	
Negotiate over issues of wages, benefits and working conditions	
Determine length of contract	
Contract is a negotiated legal agreement adopted by both labor and management.	
Membership votes to accept or reject the contract as negotiated by representative of labor and management	
Federal Mediation and Conciliation Service (if required to prevent or settle strike)	

## J5.2. Identify employee issues and related sections of a negotiated contract.

**Performance Objective:** Given a model of a contract and the issues reviewed in Performance Objective J1.2, the student will be able to identify where those issues are addressed in a typical contract.

BASIC SECTIONS OF TYPICAL CONTRACT	
Wages	Job security/seniority
Health benefits	Contract duration
Dental benefits	Profit sharing (bonuses)
Pensions	Training
Physical work conditions	Dues
Workplace health and safety	Holidays/vacation

## J6. Understand Role of a Union Member

### J6.1. List the structure of a typical labor union.

**Performance Objective:** After studying the labor union's organization, the student will be able to list the two major structural elements and the responsibilities of each.

1. International/National Unions (about 168) Most affiliated with the AFL-CIO Offices, elections and responsibilities
2. Local Union (about 65,000) Offices, elections and responsibilities Business manager and/or Business agents Shop Steward Election and responsibilities Membership

**J6.2. List the responsibilities of a union member.**

**Performance Objective:** After studying the responsibilities of the union membership, the student will be able to list five issues for which each employee should accept responsibility.

UNION MEMBER RESPONSIBILITIES	
Pay dues	Follow grievance procedures
Attend local meetings	Support fellow employees
Stay informed of contract issues	Work with management to support common issues

**J7. Possess Knowledge of Labor History and Why Labor Unions Were Formed**

**J7.1. Identify significant historical events and labor unions contributions/ involvements.**

**Performance Objective:** After studying the history of labor and social and technological changes, the student will be able to list ten major events that have shaped contemporary labor unions.

Industrial Revolution and the Railroads	1890 - Sherman Antitrust Act -Restraint of trade and injunctions
1828-34 - Workingman's Party Eliminated debtor's prison and helped establish free public education	1892 - Pullman Strike - Eugene V. Debs and the American Railway Union
1842 - Commonwealth of Mass. vs. Hunt - legalized unions and strikes	1905-1920 - Rise of the IWW (Elizabeth Gurley Flynn and Joe Hill)
1842-1860 - 10 hour work day	1930 - Rise of the CIO & industrial unionism
1866 - National Labor Union - Sylvis - unify trade unions, Blacks and women and work for 8 hour day.	1. Use of sit-down strikes
1877 - Railway Strike	2. Passage of New Deal legislation, particularly F.I.S.A. and Social Security/Unemployment and Wagner Act
1886 - McCormick-Haymarket	1947 - Passage of Taft Hartley
1880s - Homestead Strike	1970-80 - Globalization of capital and growth of plant anti-closure movement
1888 - Samuel Gompers - American Federation of Labor	1981 - PATCO Strike

## J7.2. Identify major legislation supporting labor and workers

**Performance Objective:** After studying legislation supporting employee health and safety, the student will be able to list four legislative acts and state their contribution to employees.

MAJOR LABOR-WORKER LEGISLATION
Child labor laws - Walsh-Healy Act (1935-38)
Right to organize and collective bargaining, National Labor Relations Act - Wagner Act (1935)
Good faith bargaining - Taft-Hartley (1947)
Landrum-Griffin Act (1959) Democracy and corruption administered through the Department of Labor
Civil Rights Act (1964)
Occupational Safety and Health Act (1970)
Employee chemical exposure reporting (TSCA 1976)
Washington Worker and Community Right To Know Act (1984)
Unemployment insurance
Fair Labor Standards
Social Security

### J7.3. Identify the purpose/role of present day unions.

**Performance Objective:** After studying the major issues of today's workers, the student will be able to relate these to the purposes of personal needs and desires as an employee.

EMPLOYEE CONCERNS, UNION PURPOSES	
Job security and satisfaction	Profit sharing/gain sharing
Health care	Day care
Getting/staying competitive	Chemical safety
Environmental issues	General safety and health including ergonomics
Cost of living adjustments (COLA)	Continuous employee training
	Pensions (retirement problems)