

## 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)<br>Most affiliated with the AFL-CIO<br>Offices, elections and responsibilities  |
| 2. Local Union (about 65,000)<br>Offices, elections and responsibilities<br>Business manager and/or Business agents<br>Shop Steward<br>Election and responsibilities<br>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)                 |