

# The Workers & Labor Unions: Note-taking Outline

## -Background

- Prior to industrial revolution
- Factories changed this
- Jobs consisted of:

## **-New Sources of Labor - Overview**

- Rural migration**
- Immigration**
- Women**
- Children**

## -Rural Migration

- From the South
- From the Midwest

## -Immigration

- Immigrants move into northern cities
- European immigrants
- Others

## -Women Laborers

- Mainly
- West Coast
- Pay always lower than men
- Hard to find work

## -Children

- 1910
- Ages
- As young as

- To work in factories
- Daily work limits
- Rationale for child labor

## **-Working Conditions – Overview**

- Work Hours**
- Wages**
- Job Security**
- Safety Issues**
- Agrarian Background**
- De-skilling of Labor**

### -Work Hours

- Adult schedule
- Type of jobs
- Owners believed

### -Wages

- Families could subsist on
- Worker pay
- Women & children work because
- Owners believed

### -Job Security

- Poor
- Sick or injured
- Lack of benefits
- Adults forced to

### -Safety Issues

- No regulations or OSHA
- Injured or killed
- No workman's comp or health insurance

-Triangle Shirtwaist Fire

-Garment workers

-Owners

-Fire starts

-Death toll

-Agrarian Background

-Rural background

-Lack of training

-Easily replaced

-De-skilling of Labor

-Factories & assembly lines

-Laborers were

-Wages

**-Rise of Labor**

**-Pre-Civil War**

**-Rise of National Unions**

**-Immigrants & Labor**

**-Labor Unrest**

**-Sources of American Labor Weakness**

-Pre-Civil War Labor

-Early unions

-Fought for

-Rise of National Unions

-Originally tried to organize

-Unions were secret because

-Knights of Labor

- American Federation of Labor (AFL)
- Comparing the National Unions

	<b>Knights of Labor</b>	<b>Amer Federation of Labor</b>
<b>Membership</b>		
<b>Goals</b>		
<b>Methods</b>		
<b>Public Acceptance</b>		

-Immigrants & Labor

- Unsympathetic unions

- Return migration

- Strikebreakers

-Labor Unrest

- Railroad Strike of 1877

- Haymarket Square Riot/Massacre 1886

- Homestead Strike 1892

- Pullman Strike 1894

-Business Response to Strikes

-Government Intervention

-Sources of American Labor Weakness

-Europe

-Worker strength limited in American

-Fragmentation

-Diversity of workers

-American individualism

-Limited Gains for Labor

-Government redress

-AFL Success