

CHAPTER 2 Evolution of Labor-Management Relationships

TRUE/FALSE

1. The Haymarket Riot, Homestead Incident, and the Pullman Strike eliminated Samuel Gompers' leadership effectiveness in the AFL.

ANS: F PTS: 1 DIF: Medium REF: p. 71
NAT: AACSB Analytic | AACSB: Leadership Principles
TOP: The Pullman Strike

2. While the CIO and KOL shared somewhat the “one big union” concept, the CIO’s goals were more similar to the AFL than to the KOL.

ANS: T PTS: 1 DIF: Medium REF: p. 62
NAT: AACSB Analytic | AACSB: Group Dynamics
TOP: Realistic Goals

3. One change since 1950 is organized labor’s current emphasis on short-range reform instead of long-range material goals.

ANS: T PTS: 1 DIF: Easy REF: p. 67
NAT: AACSB Analytic | AACSB: Group Dynamics
TOP: Pursuit of Short-Range Economic and Job Security Goals Instead of Long-Range Reform

4. The leadership of the Knights of Labor was more interested in seeking higher wage increases for employees than in seeking moral betterment .

ANS: F PTS: 1 DIF: Medium REF: p. 41
NAT: AACSB Analytic | AACSB: Group Dynamics
TOP: Goals and Organizations of the KOL

5. The new Change to Win federation believes that the AFL-CIO should be supportive of the Democratic Party, even when party leaders did not stand with organized labor on key issues, such as opposition to the North American Free Trade Agreement and subsequent proposed trade pacts.

ANS: F PTS: 1 DIF: Hard REF: p. 69
NAT: AACSB Analytic | AACSB: Group Dynamics
TOP: Unions and Politics

6. Many new members joined the Knights of Labor because of the organization’s “get tough” militant stance during the Haymarket Riot.

ANS: F PTS: 1 DIF: Medium REF: p. 62
NAT: AACSB Analytic | AACSB: Group Dynamics
TOP: The Eight-Hour Workday Movement and the Haymarket Riot

7. Organized labor repeated its success in three previous presidential elections by delivering a very large majority of union members for Obama.

ANS: F PTS: 1 DIF: Medium REF: p.66
NAT: AACSB Analytic | AACSB: Environmental Influence
TOP: Unions and Politics

8. The sit-down strike helped the CIO to obtain union membership in the 1930s, and it was soon approved by the Supreme Court.

ANS: F PTS: 1 DIF: Medium REF: p. 64
NAT: AACSB Analytic | AACSB: Group Dynamics
TOP: The Effective Use of Sit-Down Strikes

9. Member unions of the Change to Win federation are encouraged to devote 50 percent of their annual operating budget toward union organizing activities, compared to a goal of 30 percent for AFL-CIO affiliated unions.

ANS: T PTS: 1 DIF: Easy REF: p. 65
NAT: AACSB Analytic | AACSB: Group Dynamics
TOP: Formation of the Change to Win Federation

10. The Homestead Incident unlike the Ludlow Massacre showed the public that union and management officials could resolve their differences in a non-violent fashion.

ANS: F PTS: 1 DIF: Medium REF: p. 71
NAT: AACSB Analytic | AACSB: Group Dynamics
TOP: The Homestead Incident

11. The merger of the AFL and CIO in 1955 has minimized raiding between the two organizations, but has not resulted in major strategic or philosophical shift in organized labor.

ANS: T PTS: 1 DIF: Medium REF: p. 66
NAT: AACSB Analytic | AACSB: Group Dynamics
TOP: Merger of the AFL and CIO

12. The IWW was an unsuccessful labor organization, even though it received very favorable media coverage.

ANS: F PTS: 1 DIF: Easy REF: p. 56
NAT: AACSB Analytic | AACSB: Environmental Influence
TOP: The Industrial Workers of the World (IWW)

13. The trend toward multi-year labor agreements after World War II put pressure on union leaders to safeguard wage increases against the possibility of increases in the inflation rate.

ANS: T PTS: 1 DIF: Easy REF: p. 66
NAT: AACSB Analytic | AACSB: Environmental Influence
TOP: New Collective-Bargaining Issues

14. Unions dramatically increased their membership during the 1920s because of favorable legislation and apathetic employers.

ANS: F PTS: 1 DIF: Medium REF: p. 56
NAT: AACSB Analytic | AACSB: Environmental Influence
TOP: Union Organizing after World War I: Problems and Prospects

15. Two major bargaining issues since World War II have been adjustments to technological change and safeguards against inflation.

ANS: T PTS: 1 DIF: Hard REF: p. 63
NAT: AACSB Analytic | AACSB: Environmental Influence
TOP: New Collective-Bargaining Issues

16. Employers actively opposed unions after World War I by implementing the European Plan.

ANS: T PTS: 1 DIF: Medium REF: p. 60
NAT: AACSB Analytic | AACSB: Environmental Influence
TOP: Counteractions by Employers

17. Unions received favorable public opinion after World War II because of their strict adherence to the “no strike pledge” during the war and the rather modest wage requests after the war.

ANS: F PTS: 1 DIF: Hard REF: p. 62
NAT: AACSB Analytic | AACSB: Environmental Influence
TOP: World War II To The Present

18. The AFL under Gompers’ leadership believed the existing social system should be dramatically changed by any means possible, including revolutionary methods if necessary.

ANS: F PTS: 1 DIF: Medium REF: p. 46
NAT: AACSB Analytic | AACSB: Group Dynamics
TOP: Origin and Goals of the American Federation of Labor (AFL)

19. The Great Depression of the 1930s convinced many employees that hard work and loyalty (not unions) insured continued employment and other good working conditions.

ANS: F PTS: 1 DIF: Easy REF: p. 65
NAT: AACSB Analytic | AACSB: Environmental Influence
TOP: Changes in Employees’ Attitudes

20. The "criminal conspiracy" doctrine means that union organizing prior to 1842 could result in an injunction against the union organizers.

ANS: T PTS: 1 DIF: Medium REF: p.4
NAT: AACSB Analytic | AACSB: Legal Responsibilities
TOP: Criminal Conspiracy Doctrine

21. The "criminal conspiracy" doctrine means that union organizing prior to 1842 could result in an injunction against the union organizers.

ANS: T PTS: 1 DIF: Medium REF: p.40
NAT: AACSB Analytic | AACSB: Legal Responsibilities
TOP: Criminal Conspiracy Doctrine

22. The yellow-dog contract guarantees that employees are not required to participate in union activities.

ANS: F PTS: 1 DIF: Easy REF: p. 41
NAT: AACSB Analytic | AACSB: Legal Responsibilities
TOP: Breach of Contract (Contractual Interference) and Use of the Labor Injunction

23. Samuel Gompers, AFL president, proclaimed the Clayton Act to be the Magna Charta of U.S. labor; however, the legislation did not prove to help labor organizers.

ANS: T PTS: 1 DIF: Medium REF: p. 43
NAT: AACSB Analytic | AACSB: Legal Responsibilities
TOP: Application of Antitrust Legislation to Labor Unions

MULTIPLE CHOICE

1. The North American Free Trade Act (NAFTA):
- was the cause of the Haymarket Riot.
 - provided a strong incentive for employees to unionize.
 - was Samuel Gompers' biggest political accomplishment.
 - outlawed the sit-down strike of the CIO.
 - was passed over organized labor's strong opposition.

ANS: E PTS: 1 DIF: Medium REF: p. 66
NAT: AACSB Analytic | AACSB: Environmental Influence
TOP: Unions and Politics

2. The Homestead Incident:
- received more favorable media attention than the Haymarket Riot.
 - involved unilateral wage reductions at a Carnegie owned steel mill.
 - showed that AFL could offer some financial support to one of its member unions.
 - all of these
 - none of these

ANS: D PTS: 1 DIF: Medium REF: p. 59
NAT: AACSB Analytic | AACSB: Environmental Influence
TOP: The Homestead Incident

3. John L. Lewis was:
- the first labor-backed president of the United States.
 - a U.S. senator known for the “Lewis Bill of Employee Rights.”
 - the first president of the AFL.
 - a publicized leader of the CIO.
 - the founder of IWW.

ANS: D PTS: 1 DIF: Easy REF: p. 62
NAT: AACSB Analytic | AACSB: Leadership Principles
TOP: Rise of the CIO and Industrial Unionism

4. The first signs of employee organizations in the United States occurred among:
- railroad workers.
 - skilled craftspeople such as shoemakers.
 - unskilled general laborers.
 - public employees.
 - steelworkers.

ANS: B PTS: 1 DIF: Medium REF: p. 49
NAT: AACSB Analytic | AACSB: Group Dynamics
TOP: 1869 To World War I

5. The AFL’s political action goals:
- were directed at establishing a third independent political party that could best represent labor’s interests and attempted to change the existing capitalist system.
 - were basically nonexistent.
 - stressed the principle, “reward your friends, punish your enemies.”
 - attempted to change the existing capitalist system.
 - were directed at establishing a third independent political party that could best represent labor’s interests.

ANS: C PTS: 1 DIF: Medium REF: p. 58
NAT: AACSB Analytic | AACSB: Group Dynamics
TOP: Unions and Politics

6. The strength of any labor organization depends on which of the following?
- The ability of union leaders to identify and satisfy members’ goals and interests.
 - Its structural and financial stability.
 - Its ability to work within established political and economic systems.
 - Supportive or disruptive features of the broader social environment such as legislation, mass media, etc.
 - all of these

ANS: E PTS: 1 DIF: Medium REF: p. 62
NAT: AACSB Analytic | AACSB: Environmental Influence
TOP: 1869 To World War I

7. The Civil War encouraged the growth of unions as it:

- a. refined and encouraged mass production techniques with meant a concentration of a new and larger force under one factory roof.
- b. created a more militant philosophy of protest which continued after the war's end.
- c. served as a training ground for future union leaders.
- d. all of these
- e. none of these

ANS: A PTS: 1 DIF: Medium REF: p. 39
 NAT: AACSB Analytic | AACSB: Environmental Influence
 TOP: 1869 To World War I

8. The CIO split from the AFL because of the CIO's emphasis on:
- a. Employee Representation Plans.
 - b. having Gompers "lead CIO unions into greatness."
 - c. organizing craft workers.
 - d. Republican party politics.
 - e. organizing employees in mass-production industries.

ANS: E PTS: 1 DIF: Medium REF: p. 59
 NAT: AACSB Analytic | AACSB: Group Dynamics
 TOP: Rise of the CIO and Industrial Unionism

9. The Pullman Strike:
- a. reflected the importance of international forces in labor disputes.
 - b. increased the membership and strengthened the power of the ARU.
 - c. showed that rival unions such as the AFL and the ARU can pull together on significant labor disputes.
 - d. illustrated that a small union like the ARU can overcome a large employer if members rally to a common cause.
 - e. largely resulted in the elimination of an AFL rival, namely, the American Railway Union (ARU).

ANS: E PTS: 1 DIF: Medium REF: p. 54
 NAT: AACSB Analytic | AACSB: Environmental Influence
 TOP: The Pullman Strike

10. The Congress of Industrial Organization's tremendous success in organizing employees after its formation in 1935 was not due in part to:
- a. strong CIO leadership.
 - b. favorable legislation.
 - c. use of the sit-down strike.
 - d. active cooperation with the American Federation of Labor.
 - e. none of these contributed to the CIO's organizing success.

ANS: D PTS: 1 DIF: Medium REF: p. 58-59
 NAT: AACSB Analytic | AACSB: Group Dynamics
 TOP: Rise of the CIO and Industrial Unionism

11. Employee Representation Plans (ERPs) were:
- a. employer-originated alternative to unions.
 - b. affiliated with the Knights of Labor.
 - c. the earliest forms of employee health insurance.
 - d. affiliated with the American Federation of Labor.
 - e. fronts for radical labor ideologies.

ANS: A PTS: 1 DIF: Easy REF: p. 61
NAT: AACSB Analytic | AACSB: Group Dynamics
TOP: Counteractions by Employers

12. The Haymarket Riot:
- a. was over agricultural subsidies which were not given as promised.
 - b. led to the downfall of the Industrial Workers of the World (IWW).
 - c. represented a protest for the eight-hour day.
 - d. represented a physical clash between two labor organizations the AFL and the CIO.
 - e. none of these.

ANS: C PTS: 1 DIF: Easy REF: p. 50
NAT: AACSB Analytic | AACSB: Environmental Influence
TOP: The Eight-Hour Workday Movement and the Haymarket Riot

13. _____ was a counteraction by employers against unionization.
- a. The American Plan
 - b. Blacklisting
 - c. Employee Representation Plans
 - d. The Mohawk Valley Formula
 - e. all of these

ANS: E PTS: 1 DIF: Medium REF: p. 56-57
NAT: AACSB Analytic | AACSB: Environmental Influence
TOP: Counteractions by Employers

14. The AFL represented:
- a. one big union that eliminated the identity of unions joining the AFL.
 - b. a Knights of Labor committee that handled the strategic planning duties.
 - c. a group that supported the basic philosophy of the IWW.
 - d. a federation or service organization that unions could join and still retain their separate identities and collective bargaining concerns.
 - e. a Knights of Labor committee that handled the strategic planning duties and a group that supported the basic philosophy of the IWW.

ANS: D PTS: 1 DIF: Medium REF: p. 50
NAT: AACSB Analytic | AACSB: Group Dynamics
TOP: Origin and Goals of the American Federation of Labor (AFL)

15. The "Open Shop" and "Mohawk Valley Formula" were techniques used by:
- a. the Knights of Labor and the IWW to obtain more members.
 - b. the CIO to obtain more members.
 - c. the AFL and CIO to merge organizations in 1955.
 - d. employers to minimize the existence of unions and union members at their facilities.
 - e. the Knights of Labor, the IWW, and the CIO to obtain more members.

ANS: D PTS: 1 DIF: Medium REF: p. 56
NAT: AACSB Analytic | AACSB: Environmental Influence
TOP: Counteractions by Employers

16. "Pure and Simple Unionism," was most identified with the:
- a. unions seeking to change the existing capitalist system.
 - b. American Railway Union.

- c. Industrial Workers of the World.
- d. American Federation of Labor.
- e. Knights of Labor.

ANS: D PTS: 1 DIF: Easy REF: p. 51
NAT: AACSB Analytic | AACSB: Group Dynamics
TOP: Origin and Goals of the American Federation of Labor (AFL)

17. The Knights of Labor (KOL) differed from the Industrial Workers of the World (IWW) in that the KOL:
- a. assumed employees and employers had similar interests.
 - b. allowed most employees to join their organization without much regard to occupation.
 - c. spoke out against the effects on the employee of the existing manufacturing system.
 - d. wanted to change the existing wage and profit system.
 - e. all of these are differences between the KOL and the IWW.

ANS: A PTS: 1 DIF: Easy REF: p. 46
NAT: AACSB Analytic | AACSB: Group Dynamics
TOP: The Industrial Workers of the World (IWW)

18. Powderly felt employees who joined the KOL:
- a. needed to loosen up a bit and have a good time at union functions such as picnics and needed to be educated on major problems which they were previously unable to understand.
 - b. knew what was best for them.
 - c. needed to loosen up a bit and have a good time at union functions such as picnics.
 - d. needed to be educated on major problems with they were previously unable to understand.
 - e. all of these

ANS: D PTS: 1 DIF: Hard REF: p. 47
NAT: AACSB Analytic | AACSB: Group Dynamics
TOP: Goals and Organizations of the KOL

19. "Big Bill Haywood," an initial leader of the IWW:
- a. founded the KOL.
 - b. was largely responsible for turning the IWW into a highly effective organization.
 - c. defended the capitalistic system until he was assassinated by left wing radicals.
 - d. agreed with Gompers that overthrow of the existing capitalistic system by any means possible was the sole goal of labor unions.
 - e. none of these

ANS: E PTS: 1 DIF: Easy REF: p. 56
NAT: AACSB Analytic | AACSB: Leadership Principles
TOP: The Industrial Workers of the World (IWW)

20. The Local Assembly was the basic unit in the Knights of Labor since it:
- a. could veto any matter raised by the Executive Board.
 - b. could veto any matter raised by the Executive Board and provided the major source of members.
 - c. provided the major source of members.
 - d. was often involved in a key KOL activity – the strike.
 - e. all of these

ANS: C PTS: 1 DIF: Medium REF: p. 46
NAT: AACSB Analytic | AACSB: Group Dynamics

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TOP: Goals and Organizations of the KOL