

CHAPTER 2 Evolution of Labor-Management Relationships

TRUE/FALSE

1. Strikes have a long history in the United States; they were frequently employed in the 1600s.

ANS: F PTS: 1 DIF: Easy REF: p.38
NAT: AACSB Analytic | AACSB: Environmental Influence TOP: 1869 To World War I

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

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

3. 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.45
NAT: AACSB Analytic | AACSB: Group Dynamics
TOP: The Eight-Hour Workday Movement and the Haymarket Riot

4. 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)

5. 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.48-49
NAT: AACSB Analytic | AACSB: Group Dynamics TOP: The Homestead Incident

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

ANS: F PTS: 1 DIF: Easy REF: p.53
NAT: AACSB Analytic | AACSB: Environmental Influence
TOP: The Industrial Workers of the World (IWW)

7. 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

8. Employers actively opposed unions after World War I by implementing the American Plan.

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

9. 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.60
NAT: AACSB Analytic | AACSB: Group Dynamics TOP: Realistic Goals

10. The sitdown strike helped the CIO to obtain union membership in the 1930s, although it was soon outlawed by the Supreme Court.

ANS: T PTS: 1 DIF: Medium REF: p.60
NAT: AACSB Analytic | AACSB: Group Dynamics
TOP: The Effective Use of Sit-Down Strikes

11. 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.61
NAT: AACSB Analytic | AACSB: Environmental Influence
TOP: Changes in Employees' Attitudes

12. 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

13. 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

14. 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.63
NAT: AACSB Analytic | AACSB: Environmental Influence
TOP: New Collective-Bargaining Issues

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

ANS: T PTS: 1 DIF: Medium REF: p.64
NAT: AACSB Analytic | AACSB: Group Dynamics TOP: Merger of the AFL and CIO

16. 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

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

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

18. 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.66
NAT: AACSB Analytic | AACSB: Group Dynamics TOP: Unions and Politics

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

ANS: F 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

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

ANS: F PTS: 1 DIF: Medium REF: p.81
NAT: AACSB Analytic | AACSB: Leadership Principles TOP: The Pullman Strike

MULTIPLE CHOICE

1. The strength of any labor organization depends on which of the following?
- 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.
 - The ability of union leaders to identify and satisfy members' goals and interests.
 - all of these

ANS: E PTS: 1 DIF: Medium REF: p.38
NAT: AACSB Analytic | AACSB: Environmental Influence TOP: 1869 To World War I

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

ANS: A PTS: 1 DIF: Medium REF: p.38
NAT: AACSB Analytic | AACSB: Group Dynamics TOP: 1869 To World War I

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

ANS: B PTS: 1 DIF: Medium REF: p.38
NAT: AACSB Analytic | AACSB: Environmental Influence TOP: 1869 To World War I

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

ANS: C PTS: 1 DIF: Hard REF: p.42
NAT: AACSB Analytic | AACSB: Group Dynamics
TOP: Goals and Organizations of the KOL

5. 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. provided the major source of members.
 - c. was often involved in a key KOL activity—the strike.
 - d. all of these
 - e. could veto any matter raised by the Executive Board and provided the major source of members.

ANS: B PTS: 1 DIF: Medium REF: p.42
NAT: AACSB Analytic | AACSB: Group Dynamics
TOP: Goals and Organizations of the KOL

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

ANS: A PTS: 1 DIF: Easy REF: p.44
NAT: AACSB Analytic | AACSB: Environmental Influence
TOP: The Eight-Hour Workday Movement and the Haymarket Riot

7. 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.46
NAT: AACSB Analytic | AACSB: Group Dynamics
TOP: Origin and Goals of the American Federation of Labor (AFL)

8. "Pure and Simple Unionism," was most identified with the:
- American Federation of Labor.
 - Knights of Labor.
 - Industrial Workers of the World.
 - American Railway Union.
 - unions seeking to change the existing capitalist system.

ANS: A PTS: 1 DIF: Easy REF: p.46-47
NAT: AACSB Analytic | AACSB: Group Dynamics
TOP: Origin and Goals of the American Federation of Labor (AFL)

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

ANS: D PTS: 1 DIF: Medium REF: p.48-49
NAT: AACSB Analytic | AACSB: Environmental Influence TOP: The Homestead Incident

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

ANS: B PTS: 1 DIF: Medium REF: p.50-51
NAT: AACSB Analytic | AACSB: Environmental Influence TOP: The Pullman Strike

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

ANS: E PTS: 1 DIF: Easy REF: p.51
NAT: AACSB Analytic | AACSB: Leadership Principles
TOP: The Industrial Workers of the World (IWW)

12. The Knights of Labor (KOL) differed from the Industrial Workers of the World (IWW) in that the KOL:
- wanted to change the existing wage and profit system.

- b. assumed employees and employers had similar interests.
- c. spoke out against the effects on the employee of the existing manufacturing system.
- d. allowed most employees to join their organization without much regard to occupation.
- e. all of these are differences between the KOL and the IWW

ANS: B PTS: 1 DIF: Easy REF: p.51-52
 NAT: AACSB Analytic | AACSB: Group Dynamics
 TOP: The Industrial Workers of the World (IWW)

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

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

14. _____ was a counteraction by employers against unionization.
- a. Employee Representation Plans
 - b. The American Plan
 - c. Blacklisting
 - 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

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

ANS: B PTS: 1 DIF: Easy REF: p.57
 NAT: AACSB Analytic | AACSB: Group Dynamics
 TOP: Counteractions by Employers

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

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

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

ANS: C PTS: 1 DIF: Medium REF: p.59

NAT: AACSB Analytic | AACSB: Group Dynamics

TOP: Rise of the CIO and Industrial Unionism

18. John L. Lewis was:
- a publicized leader of the CIO.
 - 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.
 - the founder of the IWW.

ANS: A PTS: 1 DIF: Easy REF: p.59

NAT: AACSB Analytic | AACSB: Leadership Principles

TOP: Rise of the CIO and Industrial Unionism

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

ANS: A PTS: 1 DIF: Medium REF: p.65

NAT: AACSB Analytic | AACSB: Group Dynamics TOP: Unions and Politics

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

ANS: B PTS: 1 DIF: Medium REF: p.66

NAT: AACSB Analytic | AACSB: Environmental Influence TOP: Unions and Politics