Employment, Labor, and Wages

The Labor Movement
Colonial Times to the 1930s

**Early Union Development:**

- 1778 - New York City Printers organized to demand higher wages
- 1st attempt to organize labor in the United States
Colonial Times to the 1930s

- Other groups soon followed:
  - Shoe Makers
  - Carpenters
  - Tailors
  - Hours, Pay, Work Conditions
Colonial Times to the 1930s

- Immigrants:
  - Flooded the labor market and drove down wages
  - Threat to union strength
  - Many opposed unions
  - Banned in some areas of the country
Colonial Times to the 1930s

- **Civil War to the 1930s:**
  - High demand for goods and services
  - Manufacturing expanded
  - Jobs – ¼ of workforce in industry
Colonial Times to the 1930s

- **Types of Unions:**
  - Craft Union or Trade Union
    - An association of skilled workers
  - Industrial Union
    - An association of all workers in the same industry, regardless of the type of job each worker performs (mostly unskilled workers)
Colonial Times to the 1930s

- **Union Activities:**
  - Strike
  - Picketing
  - Boycott
Colonial Times to the 1930s

- **Employer Resistance:**
  
  - **Lockout** – a refusal to allow employees into the workplace until workers agree to management’s demands
Colonial Times to the 1930s

- **The Ludlow Massacre:**
Washington State

- **Everett Massacre:**
  - Striking lumber workers, members of the I.W.W. (Wobblies) clash with local “deputized” vigilantes
  - 2 deputies and 5 workers killed, many others wounded
Colonial Times to the 1930s

**Attitude of the Courts:**

- 1902 – United Hatters Union called a strike

- U.S. Supreme Court ruled that they had violated the Sherman Act by illegally restraining trade with their boycott

- 1914 - The Clayton Antitrust Act protected unions by exempting them from the Sherman Act
Labor Since the 1930s

- Labor in the Great Depression:
  - Economic output declined severely after the stock market crash of 1929
  - Nearly 25% unemployment
  - 1929 – average hourly wage: 55 cents/hr.
  - 1933 – average hourly wage: 5 cents/hr.
Labor Since the 1930s

**Pro-Union Legislation:**

- **1932 - Norris-LaGuardia Act:** prevented federal courts from issuing rulings against unions engaged in peaceful strikes, pickets, or boycotts.

- **1932 – Wagner Act: (National Labor Relations Act),** established the right for unions to engage in collective bargaining, and created the NLRB, giving it the right to police unfair labor practices.

- **1938 – Fair Labor Standards Act:** established over-time pay and defined the 40 hr. work week, also set guidelines for child labor regarding age and work conditions.
THE END