



Labor Unions

Chapter 8

What Labor Unions Do

What are labor unions?

◆ Organizations that serve the interests of workers:

◆ Pay/wages

◆ Working hours

◆ Working conditions

◆ Health coverage

◆ Benefits

◆ Etc.

Union Activities

- ◆ Unions try to help workers negotiate with employers to get what they want.
- ◆ If employers don't agree:
 - ◆ Strike - refuse to work until demands are met
 - ◆ Picket - parade in front of business with signs about dispute
 - ◆ Boycott - refusal to buy products from business

Resistance Against Unions

- ◆ **Employers have fought against labor unions:**
 - ◆ **Lockout - refusal to let employees work until management demands were met**
 - ◆ **Company Union - union organized, supporters, and run by employers to fight off labor unions**

Kinds of Unions and Right-to-Work

Kinds of Union Arrangements

◆ Closed Shops

◆ Employers only hire union members

◆ Union Shops

◆ Workers must join the union soon after being hired

Kinds of Union Arrangements

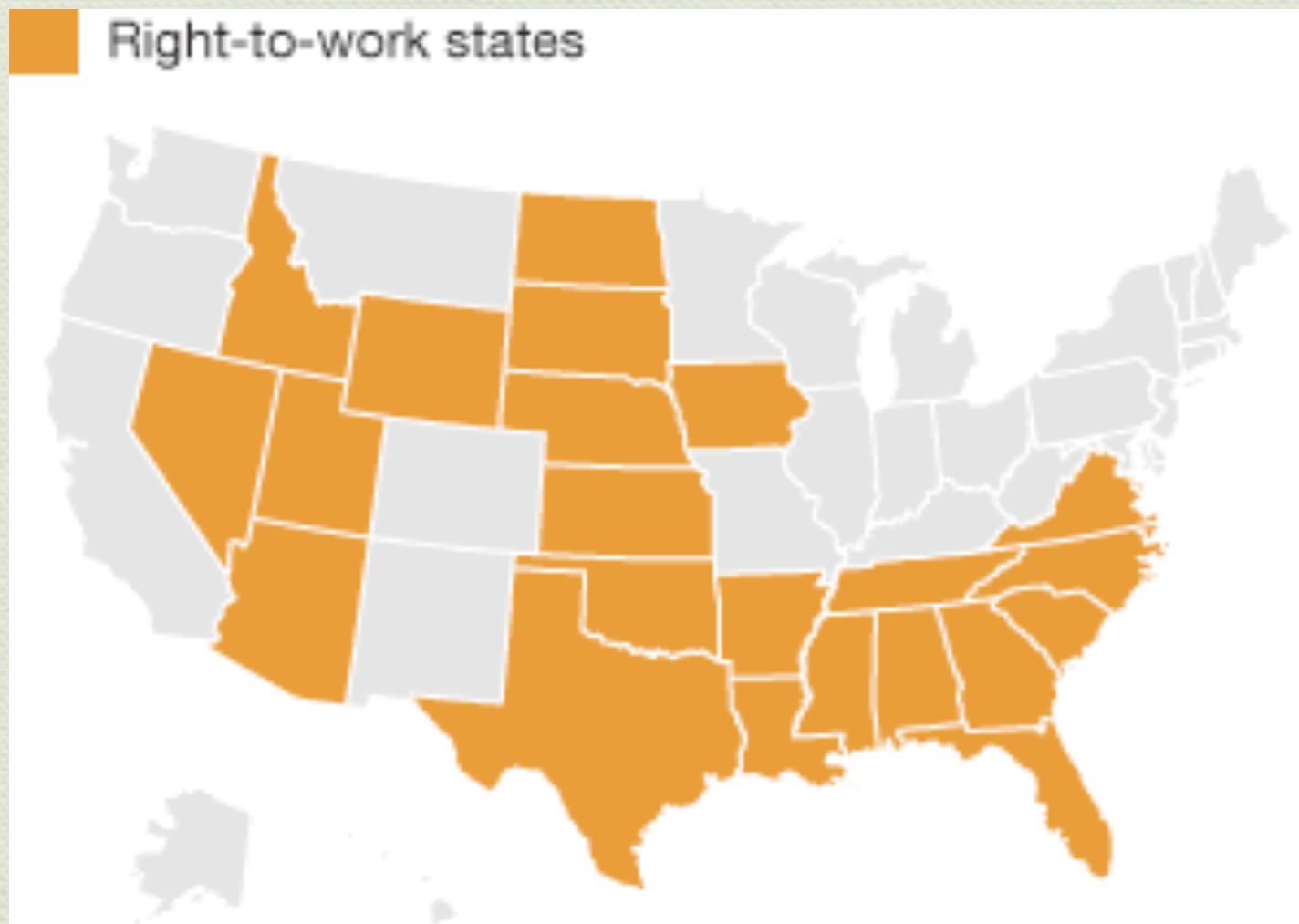
◆ Modified Union Shops

- ◆ Workers can voluntarily join the union but must be members as long as they hold the job

◆ Agency Shops

- ◆ Worker doesn't have to join the union to get or keep a job
- ◆ Must pay union dues to help pay for collective bargaining

Right-to-Work



◆ Some states have passed right-to-work laws to prohibit mandatory union membership

Resolving Union & Management Differences

Collective Bargaining

◆ Collective Bargaining: representatives from both management and labor meet to reach agreement

◆ If management and labor cannot reach an agreement in negotiations:

*Mediation

*Fact-Finding

*Arbitration

*Injunction and Seizure

*Presidential Intervention

Collective Bargaining

◆ Mediation

- ◆ Neutral third party, mediator, helps settle the dispute
- ◆ Mediator recommends a compromise, but neither side has to agree to it

Collective Bargaining

◆ Arbitration

- ◆ Both sides agree to place their differences before third party
- ◆ Third party's decision is final

Collective Bargaining

◆ Fact-Finding

- ◆ Third party collects facts about dispute
- ◆ Neither labor nor management has to accept fact-finding committee's recommendation

Collective Bargaining

◆ Injunction and Seizure

◆ Injunction

◆ A court order not to act

◆ Ex) An injunction could prevent a union from striking

Collective Bargaining

◆ Injunction and Seizure

◆ Seizure - *in extreme cases*

◆ Temporary takeover of operations

◆ Government could negotiate with the
union

Collective Bargaining

◆ Presidential Intervention

- ◆ President can publicly appeal to both parties to resolve their differences
- ◆ Effective if appeal has public support
- ◆ President can fire federal workers
- ◆ President has emergency powers to end some strikes