

Chapter 02

The Evolution of American Labor

True / False Questions

1. Uplift unionism is primarily oriented toward changing the fabric of society, overthrowing the capitalist system and replacing it with worker control of industry.

True False

2. Revolutionary unionism involves the representation of employees' immediate interests, primarily the regulation of wages, hours, and terms and conditions of employment.

True False

3. Predatory unionism occurs when the union's prime goal is to enhance itself at the expense of the workers it represents.

True False

4. The National Labor Union was open only to skilled-trades workers.

True False

5. The leaders of the Knights of Labor favored the use of strikes rather than arbitration.

True False

6. The American Federation of Labor was born out of the frustration craft unionists felt about the mixing of skilled and unskilled workers in Knights of Labor assemblies.

True False

7. The American Federation of Labor aimed at rationalizing the workplace through labor contracts.

True False

8. Under Sherman Act provisions, if restraint is found, actual damages can be punitively trebled.

True False

9. The Erdman Act prohibited discrimination against railroad employees based on union membership.

True False

10. The Clayton Act removed unions from Sherman Act jurisdiction and limited the use of federal injunctions.

True False

11. The Supreme Court interpreted the Clayton Act to mean that as unions could not be construed as illegal per se, their actions could not be held to restrain trade.

True False

12. Yellow-dog contracts indicated that employees who signed them understood that union membership was grounds for discharge.

True False

13. Until Norris-La Guardia, acceptance of a collective bargaining relationship had to devolve from a voluntary employer action.

True False

14. The Norris-La Guardia Act allowed the enforcement of yellow-dog contracts.

True False

15. The National Industrial Recovery Act encouraged employers to band together to set prices and production quotas through industrial codes.

True False

16. As the National Industrial Recovery Act (NIRA) safeguards for unions were lost, the Wagner Act re-secured organizing rights and specified employer illegal activities.

True False

17. The Wagner Act applies to all employers and employees in the country.

True False

18. Employers who used the Mohawk Valley formula aligned local interests against the focus of union activities.

True False

19. The Labor Management Relations Act is also known as the Norris-La Guardia Act.

True False

20. The Federal Mediation and Conciliation Service was established to aid settlement of unresolved contractual disputes.

True False

21. Under the Taft-Hartley Act, secondary boycotts to force an employer to cease doing business with others were made illegal.

True False

22. The Landrum-Griffin Act established individual union members' rights to freedom of speech.

True False

23. Executive Order 10988 created the Federal Impasse Panel to render binding decisions when negotiations reach an impasse.

True False

24. Executive Order 11491 required Landrum-Griffin-type reporting by unions.

True False

25. Title VII of the Civil Service Reform Act of 1978 regulates labor-management relations in the federal service.

True False

Multiple Choice Questions

26. Which of the following is the desired outcome of corporatism?

- A. The employment relationship is jointly governed by unions, employers, and the government.
- B. The government controls all production and all business decisions are made by the government.
- C. A monied aristocracy that owns the means of production controls much of society's wealth.
- D. Trade unions control both the government and the means of production in society.

27. Which of the following best describes uplift unionism?

- A. It occurs when the union's prime goal is to enhance itself at the expense of the workers it represents.
- B. It involves the representation of employees' immediate interests primarily the regulation of wages, hours, and terms and conditions of employment.
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29. _____ involves the representation of employees' immediate interests, primarily the regulation of wages, hours, and terms and conditions of employment.
- A. Business unionism
 - B. Revolutionary unionism
 - C. Uplift unionism
 - D. Predatory unionism
30. _____ unionism is said to occur when the union's prime goal is to enhance itself at the expense of the workers it represents.
- A. Business
 - B. Predatory
 - C. Uplift
 - D. Revolutionary
31. The actions of the _____ were the impetus for the establishment of the conspiracy doctrine.
- A. Federal Society of Journeymen Cordwainers
 - B. Boston Journeymen Bootmakers' Society
 - C. National Labor Union
 - D. Knights of Labor
32. According to the _____, a union could be punished if either its means or its ends were deemed illegal by the courts.
- A. doctrine of respondeat superior
 - B. conspiracy doctrine
 - C. delegation doctrine
 - D. strict liability doctrine
33. Which of the following is true about the National Labor Union?
- A. Its goals were largely political and reformist.
 - B. It was open to only skilled-trades workers.
 - C. It wanted the removal of limitations on immigration.
 - D. Its goals were largely economic and immediate.
34. Who was the founder of the National Labor Union?
- A. Uriah Stephens
 - B. Terence Powderly
 - C. Samuel Gompers
 - D. William Sylvis

35. Which of the following was a goal of the National Labor Union?
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 - B. The removal of limitations imposed on immigration
 - C. The prohibition of reforms of currency and banking laws
 - D. The establishment of consumer and producer cooperatives
36. In which of the following locations was the Knights of Labor founded?
- A. New York
 - B. New Jersey
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37. The Knights of Labor was initially in conflict with the Roman Catholic Church because:
- A. it was a labor organization.
 - B. its beliefs were inconsistent with Catholic dogma.
 - C. it was a secret society.
 - D. it recognized the legitimacy of capitalism.
38. The leaders of the Knights of Labor were essentially idealists who favored the use of _____ in the U.S. labor movement.
- A. arbitration
 - B. strikes
 - C. abdication
 - D. threats
39. Who were the two men who led the negotiations between the Knights of Labor and the church?
- A. Terence Powderly and James C. Gibbons
 - B. William Sylvis and Samuel Gompers
 - C. John L. Lewis and Philip Murray
 - D. Uriah Stephens and Adolph Strasser
40. What led to a decline in the Knights of Labor's membership in 1893?
- A. The leaders' short-run perspective of satisfying day-to-day grievances but ignoring long-term issues
 - B. Differences in opinion between the leaders and the general membership of the union
 - C. The leaders' emphasis on the use of strikes rather than arbitration in the labor movement
 - D. The conflict with the Roman Catholic Church over the rule that Catholics were prohibited from joining the Knights

41. How did Knights of Labor leaders' goals differ from the new members' goals?
- A. The leaders favored an incremental collective bargaining approach.
 - B. The leaders emphasized using strikes as weapons to pressurize employers.
 - C. The leaders believed in "rational" processes for achieving ultimate objectives.
 - D. The leaders' goals were focused toward immediate results.
42. Which of the following is true of the American Federation of Labor?
- A. It advocated legislation only when it could not bargain successfully for its objectives.
 - B. The leaders did not accept the economic system and aimed to replace it completely.
 - C. It was a conglomeration of local unions rather than national-level unions.
 - D. Membership was open to both skilled and unskilled workers.
43. Which of the following is a feature of the AFL's structural design?
- A. It prohibited the preservation of autonomy of its national union member.
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 - D. It increased the difficulty in maintaining discipline over the locals' activities.
44. In the 1870s, immigrant Irish miners in America formed a secret organization to terrorize mine owners who had unilaterally cut wages below an agreed minimum. The members of the secret organization were known as _____.
- A. the Irish Volunteers
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45. Which of the following was the primary goal of the IWW?
- A. To abolish the wage system
 - B. To achieve better wages for public employees
 - C. To achieve better working conditions
 - D. To usurp management functions
46. What was the Supreme Court's interpretation of the Clayton Act?
- A. The actions of unions could be held to restrain trade.
 - B. It removed unions from Sherman Act jurisdiction.
 - C. It increased the use of federal assumptions.
 - D. The court held that unions could not be construed as illegal per se.

47. In the Danbury Hatters case, the union was charged with conspiring to restrain trade in violation of the _____.

- A. Landrum-Griffin Act
- B. Norris-La Guardia Act
- C. Sherman Antitrust Act
- D. Taft-Hartley Act

48. The _____ removed unions from Sherman Act jurisdiction and limited the use of federal injunctions.

- A. Norris-La Guardia Act
- B. Taft-Hartley Act
- C. Landrum-Griffin Act
- D. Clayton Act

49. Which of the following is a feature of the American Plan?

- A. Employers championed the open shop, to preserve the freedom of employees to refrain from joining unions.
- B. The employers were prohibited from using yellow-dog contracts to coerce employees into avoiding union activities.
- C. Employers agreed that all employees were to be represented by union officials who were not employed at their plant.
- D. Employers were forced to join company unions to ensure continued employment.

50. The _____ in 1898 prohibited discrimination against railroad employees based on union membership.

- A. Sherman Act
- B. Erdman Act
- C. Wagner Act
- D. Norris-La Guardia Act

51. Which of the following is a provision under the Norris-La Guardia Act?

- A. The act permitted the federal courts to issue injunctions against union activities.
- B. The act did not allow federal employees to strike.
- C. The act mandated that employers recognize a union of their employees.
- D. The act forbade federal courts from enforcing yellow-dog contracts.

52. What did the Norris-La Guardia Act restrict?

- A. The power of federal courts to issue injunctions against union activities
- B. The prohibition of yellow-dog contracts
- C. The involvement of employees in the union activities
- D. The power of employer activities which were likely to disrupt unionization

53. As the NIRA safeguards for unions were lost, the _____ re-secured organizing rights and specified employer illegal activities.
- A. Norris-La Guardia Act
 - B. Taft-Hartley Act
 - C. Landrum-Griffin Act
 - D. Wagner Act
54. Which act, adopted in 1933, encouraged employers to band together to set prices and production quotas through industrial codes?
- A. The National Industrial Recovery Act
 - B. The Norris-La Guardia Act
 - C. The Taft-Hartley Act
 - D. The Industrial Disputes Act
55. Which of the following acts was ultimately ruled unconstitutional?
- A. The National Industrial Recovery Act
 - B. The National Labor Relations Act
 - C. The Railway Labor Act
 - D. The Clayton Act
56. Which act established the National Labor Relations Board?
- A. The Wagner Act
 - B. The National Industrial Recovery Act
 - C. The Norris-La Guardia Act
 - D. The Taft-Hartley Act
57. Which of the following types of employees was covered by the Wagner Act?
- A. Domestic workers
 - B. Employees of the railways
 - C. Manufacturing workers
 - D. Agricultural workers
58. Which of the following is true of the Wagner Act?
- A. It was declared unconstitutional by the Supreme Court.
 - B. It established the Federal Impasse Board.
 - C. It covered those subject to the Railway Labor Act.
 - D. It did not apply to all employers and employees.

59. Which of the following is a provision of the War Labor Disputes Act?
- A. It ordered that plants involved in labor disputes operate as usual.
 - B. It made strikes and lockouts in defense industries legal.
 - C. It required no prior notice to the NWLB of a pending dispute.
 - D. It required the NLRB to monitor strike votes.
60. Which of the following acts authorized the seizure of plants involved in labor disputes and required the NLRB to monitor strike votes?
- A. War Labor Disputes Act
 - B. Taft-Hartley Act
 - C. Norris-La Guardia Act
 - D. National Industrial Recovery Act
61. The Labor Management Relations Act of 1947 is better known as the _____.
- A. Norris-La Guardia Act
 - B. Taft-Hartley Act
 - C. Clayton Act
 - D. Landrum-Griffin Act
62. _____ prohibited the insistence upon union membership as a condition of continued employment.
- A. Closed shop agreements
 - B. Recognitional picketing
 - C. Right-to-work laws
 - D. The Mohawk Valley formula
63. Why was the Federal Mediation and Conciliation Service established?
- A. To aid settlement of unresolved contractual disputes
 - B. To replace collective bargaining in employer-union relations
 - C. To improve wages through administratively initiated change
 - D. To make rule-making subject to court review
64. Which of the following is a provision of the Taft-Hartley Act?
- A. It ended administratively initiated change by the NLRB, and made rule-making subject to court review.
 - B. It removed restrictions on the length of time that employees could go on strikes.
 - C. Secondary boycotts to force an employer to cease doing business with others were made legal.
 - D. It allowed federal employees to strike in certain cases.

65. Which of the following statements is true of the Landrum-Griffin Act?
- A. It was also known as the War Labor Disputes Act.
 - B. It required employers to report financial transactions with unions.
 - C. It created the Federal Impasse Panel to render binding decisions in negotiations.
 - D. It also established the Federal Labor Relations Authority.
66. Which act established the rights of individual union members to freedom of speech, equal voting rights, control of dues increases, and copies of labor agreements under which they worked?
- A. The National Industrial Recovery Act
 - B. The Norris-La Guardia Act
 - C. The Landrum-Griffin Act
 - D. The Taft-Hartley Act
67. Which of the following is true of Executive Order 10988?
- A. It enabled a majority union to bargain collectively with a government agency.
 - B. Negotiations were restricted to matters relating to wages.
 - C. It did away with the requirement for Landrum-Griffin-type reporting by unions.
 - D. Unions representing employees could advocate strikes or the right to strike.
68. Which of the following was a provision of Executive Order 11491?
- A. It granted arbitration as a final settlement procedure for grievances.
 - B. It instituted statutory no-strike provisions for federal government employees.
 - C. It made it mandatory for professionals in an agency to join a bargaining unit.
 - D. It did away with the requirement for Landrum-Griffin-type reporting by unions.
69. _____ allowed professionals in an agency to decide whether to join a bargaining unit.
- A. The Landrum-Griffin Act
 - B. Executive Order 11616
 - C. The Taft-Hartley Act
 - D. Executive Order 10988
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- A. The Landrum-Griffin Act
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 - C. The Civil Service Reform Act
 - D. The Labor Management Relations Act

Short Answer Questions

71. What is meant by uplift unionism?

72. Define business unionism.

73. Write a short note on the Knights of Labor.

74. Write a brief note on the Danbury Hatters boycott case.

75. Explain yellow-dog contracts.

76. Briefly explain the Norris-La Guardia Act.

77. What were the major duties of the National Labor Relations Board?

78. Briefly explain the concept of exclusive representation established by the Wagner Act.

79. What is meant by the Mohawk Valley formula?

80. Write a short note on the Landrum-Griffin Act.

Chapter 02 The Evolution of American Labor **Answer Key**

True / False Questions

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(p. 28)

FALSE

*Blooms: Remember
Difficulty: 1 Easy*

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19. The Labor Management Relations Act is also known as the Norris-La Guardia Act.
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52. What did the Norris-La Guardia Act restrict?
(p. 45)

- A. The power of federal courts to issue injunctions against union activities
- B. The prohibition of yellow-dog contracts
- C. The involvement of employees in the union activities
- D. The power of employer activities which were likely to disrupt unionization

*Blooms: Understand
Difficulty: 2 Medium*

53. As the NIRA safeguards for unions were lost, the _____ re-secured organizing rights and specified employer illegal activities.
(p. 45)

- A. Norris-La Guardia Act
- B. Taft-Hartley Act
- C. Landrum-Griffin Act
- D. Wagner Act

*Blooms: Remember
Difficulty: 1 Easy*

54. Which act, adopted in 1933, encouraged employers to band together to set prices and production quotas through industrial codes?
(p. 45)

- A. The National Industrial Recovery Act
- B. The Norris-La Guardia Act
- C. The Taft-Hartley Act
- D. The Industrial Disputes Act

*Blooms: Remember
Difficulty: 1 Easy*

55. Which of the following acts was ultimately ruled unconstitutional?
(p. 45)

- A. The National Industrial Recovery Act
- B. The National Labor Relations Act
- C. The Railway Labor Act
- D. The Clayton Act

*Blooms: Understand
Difficulty: 2 Medium*

56. Which act established the National Labor Relations Board?
(p. 45)

- A. The Wagner Act
- B. The National Industrial Recovery Act
- C. The Norris-La Guardia Act
- D. The Taft-Hartley Act

Blooms: Remember

Difficulty: 1 Easy

57. Which of the following types of employees was covered by the Wagner Act?
(p. 46)

- A. Domestic workers
- B. Employees of the railways
- C. Manufacturing workers**
- D. Agricultural workers

Blooms: Understand
Difficulty: 2 Medium

58. Which of the following is true of the Wagner Act?
(p. 46)

- A. It was declared unconstitutional by the Supreme Court.
- B. It established the Federal Impasse Board.
- C. It covered those subject to the Railway Labor Act.
- D. It did not apply to all employers and employees.**

Blooms: Understand
Difficulty: 2 Medium

59. Which of the following is a provision of the War Labor Disputes Act?
(p. 51)

- A. It ordered that plants involved in labor disputes operate as usual.
- B. It made strikes and lockouts in defense industries legal.
- C. It required no prior notice to the NWLB of a pending dispute.
- D. It required the NLRB to monitor strike votes.**

Blooms: Understand
Difficulty: 2 Medium

60. Which of the following acts authorized the seizure of plants involved in labor disputes and required the NLRB to monitor strike votes?
(p. 50-51)

- A. War Labor Disputes Act**
- B. Taft-Hartley Act
- C. Norris-La Guardia Act
- D. National Industrial Recovery Act

Blooms: Remember
Difficulty: 1 Easy

61. The Labor Management Relations Act of 1947 is better known as the _____.
(p. 51)

- A. Norris-La Guardia Act
- B. Taft-Hartley Act**
- C. Clayton Act
- D. Landrum-Griffin Act

Blooms: Remember
Difficulty: 1 Easy

62. _____ prohibited the insistence upon union membership as a condition of continued employment.
(p. 52)

- A. Closed shop agreements
- B. Recognitional picketing
- C. Right-to-work laws**
- D. The Mohawk Valley formula

Blooms: Remember
Difficulty: 1 Easy

63. Why was the Federal Mediation and Conciliation Service established?
(p. 52)

- A. To aid settlement of unresolved contractual disputes**
- B. To replace collective bargaining in employer-union relations
- C. To improve wages through administratively initiated change
- D. To make rule-making subject to court review

Blooms: Understand
Difficulty: 2 Medium

64. Which of the following is a provision of the Taft-Hartley Act?
(p. 52)

- A. It ended administratively initiated change by the NLRB, and made rule-making subject to court review.**
- B. It removed restrictions on the length of time that employees could go on strikes.
- C. Secondary boycotts to force an employer to cease doing business with others were made legal.
- D. It allowed federal employees to strike in certain cases.

Blooms: Understand
Difficulty: 2 Medium

65. Which of the following statements is true of the Landrum-Griffin Act?
(p. 55)

- A. It was also known as the War Labor Disputes Act.
- B.** It required employers to report financial transactions with unions.
- C. It created the Federal Impasse Panel to render binding decisions in negotiations.
- D. It also established the Federal Labor Relations Authority.

*Blooms: Understand
Difficulty: 2 Medium*

66. Which act established the rights of individual union members to freedom of speech, equal voting rights, control of dues increases, and copies of labor agreements under which they worked?
(p. 55)

- A. The National Industrial Recovery Act
- B. The Norris-La Guardia Act
- C.** The Landrum-Griffin Act
- D. The Taft-Hartley Act

*Blooms: Remember
Difficulty: 1 Easy*

67. Which of the following is true of Executive Order 10988?
(p. 55)

- A.** It enabled a majority union to bargain collectively with a government agency.
- B. Negotiations were restricted to matters relating to wages.
- C. It did away with the requirement for Landrum-Griffin-type reporting by unions.
- D. Unions representing employees could advocate strikes or the right to strike.

*Blooms: Understand
Difficulty: 2 Medium*

68. Which of the following was a provision of Executive Order 11491?
(p. 55)

- A.** It granted arbitration as a final settlement procedure for grievances.
- B. It instituted statutory no-strike provisions for federal government employees.
- C. It made it mandatory for professionals in an agency to join a bargaining unit.
- D. It did away with the requirement for Landrum-Griffin-type reporting by unions.

*Blooms: Understand
Difficulty: 2 Medium*

69. _____ allowed professionals in an agency to decide whether to join a bargaining unit.
(p. 55)

- A. The Landrum-Griffin Act
- B.** Executive Order 11616
- C. The Taft-Hartley Act
- D. Executive Order 10988

Blooms: Remember

Difficulty: 1 Easy

70. Which of the following acts established the Federal Labor Relations Authority?
(p. 56)

- A. The Landrum-Griffin Act
- B. The Norris-La Guardia Act
- C. The Civil Service Reform Act**
- D. The Labor Management Relations Act

Blooms: Understand
Difficulty: 2 Medium

Short Answer Questions

71. What is meant by uplift unionism?
(p. 28)

Uplift unionism, concerned with social issues, is aimed at the general betterment of educational and economic outcomes and labor-management systems for workers.

Blooms: Understand
Difficulty: 2 Medium

72. Define business unionism.
(p. 28)

Business unionism involves the representation of employees' immediate interests, primarily the regulation of wages, hours, and terms and conditions of employment.

Blooms: Understand
Difficulty: 2 Medium

73. Write a short note on the Knights of Labor.
(p. 32)

The Knights of Labor began in Philadelphia in 1869. It was part labor organization and part fraternal lodge. Workers were organized on a city-by-city basis across crafts. When a city assembly recruited enough members from a particular craft large to be self-sustaining, it was spun off. Philosophically, the Knights of Labor was more willing than the NLU to recognize the short-term legitimacy of capitalism. The leaders of the Knights were essentially idealists who favored the use of arbitration rather than strikes.

Blooms: Understand
Difficulty: 2 Medium

74. Write a brief note on the Danbury Hatters boycott case.
(p. 39)

A major national boycott to support strikes, the Danbury Hatters case, led to sharp legal reverses for labor organizations. In this case, the employer charged the union with conspiring to restrain trade, a violation of the Sherman Antitrust Act. Under Sherman Act provisions, if restraint is found, actual damages can be punitively trebled. The union lost, and it appeared that employees would have to pay damages, but the AFL and the United Hatters' national organization "passed the hat" and paid the fines.

Blooms: Understand
Difficulty: 2 Medium

75. Explain yellow-dog contracts.
(p. 41)

Employers championed the open shop, ostensibly to preserve the freedom of employees to refrain from joining unions. But the freedom to join was discouraged through the use of yellow-dog contracts, which applicants and employees were required to sign, indicating they understood union membership was grounds for discharge. As the decade wore on, yellow-dog contracts were seen increasingly as instruments of coercion, severely restricting the private rights and potential economic power of employees.

Blooms: Understand
Difficulty: 2 Medium

76. Briefly explain the Norris-La Guardia Act.
(p. 45)

By the time the Norris-La Guardia Act was passed in 1932, Congress had recognized the legitimacy of collective bargaining. Until Norris-La Guardia, acceptance of a collective bargaining relationship had to devolve from a voluntary employer action. The act severely restricted the power of federal courts to issue injunctions against union activities. The act also forbade federal courts from enforcing yellow-dog contracts. Courts had previously upheld their legality. While the Norris-La Guardia Act protected numerous previously enjoyable activities, it was a neutral policy—it did not open any right to demand that employers recognize a union of their employees.

Blooms: Understand
Difficulty: 2 Medium

77. What were the major duties of the National Labor Relations Board?
(p. 46-47)

The Wagner Act established the National Labor Relations Board (NLRB), whose major duties were to determine which, if any, union was the employees' choice to represent them and to hear and rule on alleged unfair labor practices.

*Blooms: Understand
Difficulty: 2 Medium*

78. Briefly explain the concept of exclusive representation established by the Wagner Act.
(p. 46)

The Wagner Act established the concept of exclusive representation in the agency relationship between the union and the employees. Where a majority of employees chose a union, that union would represent all employees in the unit in bargaining over issues of wages, hours, and terms and conditions of employment.

*Blooms: Understand
Difficulty: 2 Medium*

79. What is meant by the Mohawk Valley formula?
(p. 46)

Employers used the so-called Mohawk Valley formula against unions, linking unions with agitators and communists. Proponents of this strategy organized back-to-work drives during strikes, got local police to break up strikes, and aligned local interests against the focus of union activities.

*Blooms: Understand
Difficulty: 2 Medium*

80. Write a short note on the Landrum-Griffin Act.
(p. 55)

The Landrum-Griffin Act established rights of individual union members to freedom of speech, equal voting rights, control of dues increases, and copies of labor agreements under which they worked. Unions were required to file periodic reports of official and financial activities and financial holdings of union officers and employees, and employers were required to report financial transactions with unions. Internal union political activities involving the election of officers and the placing of subordinate bodies under trusteeship were regulated. Recently convicted felons were barred from holding office. Extortionate picketing was prohibited.

*Blooms: Understand
Difficulty: 2 Medium*

