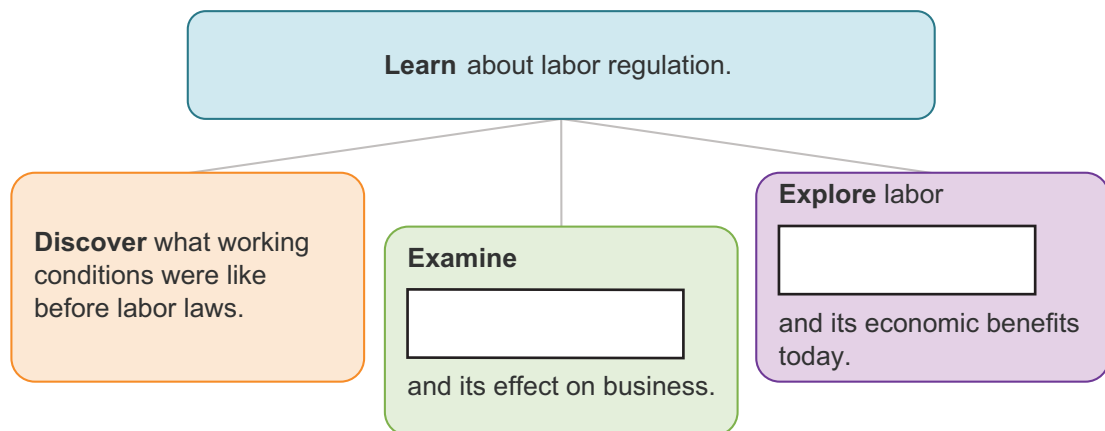


## Warm-Up

## Labor

Lesson  
Question

## Lesson Goals



## Words to Know

Fill in this table as you work through the lesson. You may also use the glossary to help you.

	discussions between a labor union and an employer to negotiate wages, hours, and other issues
	the collection of businesses that provide services to consumers rather than goods
	the placing of limits or restrictions on business activity by government
	the smallest hourly wage it is legal to pay a worker
	pay required by law when a worker is injured on the job
	to support the cause of another

**Factory Life**

During the early years of industrialization:

- a typical work shift was 12 to 16 hours long.
- factory equipment was frequently  to operate.
- factory owners kept wages as  as possible, particularly for women and children.

## Instruction

## Labor

Slide

2

**Industrialization**

After industrialization, millions of people moved to cities to find work in factories.

- There was little government  of industrial workplaces.
- Owners were  to operate their businesses as they saw fit.
- Workplaces were , and injuries, health problems, and even death were common.

**Reform**

Labor reformers began to advocate for change.

- wages
- working hours
- Safer workplaces
- Increased benefits
- End to  labor

## Instruction

## Labor

Slide

2

**Finding the Main Idea: The Union Movement**

*Underline the sentence that supports the main idea in the passage.*

The trade union movement came into being as a movement of hunger. It was made necessary by conditions. It was in the beginning formed in response to a hunger for enough to eat . . . As it became possible to secure more food, other hungers demanded satisfaction . . . The demands were for more and better food, for better clothes and for better homes. It required a struggle to satisfy these needs . . . [A]t every step of the way it was necessary to overcome the stubborn opposition of employers who were resolved not to recede and not to relinquish any of the powers and privileges which they possessed.

–Samuel Gompers, 1920

4

**Labor Unions**

Labor unions began to use **collective bargaining** to  with business owners on matters concerning:

- working hours, wages, and overtime pay.
- health insurance, paid vacation, and other benefits.
- hiring and firing practices.
- safety.

## Instruction

## Labor

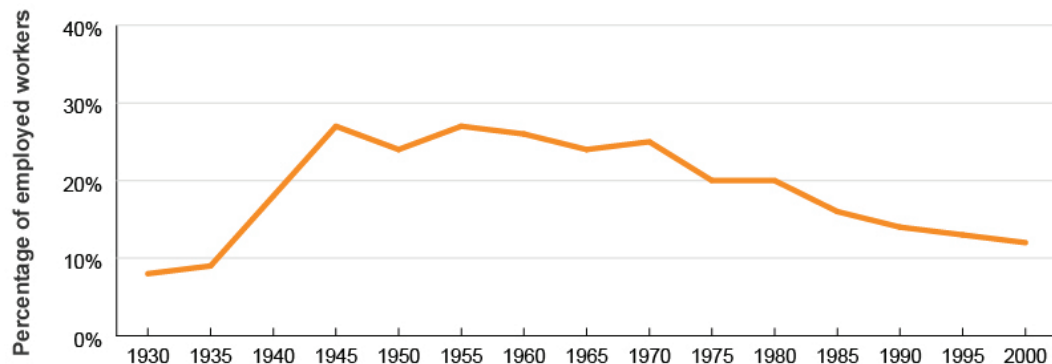
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4

**Labor Union Membership**

*Circle the point on the graph that shows the highest percentage of labor union members.*

**Labor Union Membership in the US  
1930–2000**



In general, the overall trend is that the number of workers who are employed and who are employed in labor unions has actually .

6

**Arguments for and Against Unions**

Supporters argue that unions:

- ensure that workers receive a  wage.
- workers from company abuses, including unsafe working conditions.
- give workers job  and protect them from being fired unfairly.

## Instruction

## Labor

Slide

6

**Arguments for and Against Unions**

Supporters argue that unions:

- ensure that workers receive a fair wage.
- protect workers from company abuses, including unsafe working conditions.
- give workers job  and protect them from being fired unfairly.

Opponents argue that unions:

- raise wages above  levels.
- the number of jobs available.
- prevent more qualified workers from being hired.
- sometimes discriminate against minorities and women.

8

**Expansion of Regulation**

**1870** Massachusetts begins to investigate  conditions; other states soon follow.

**1900** Most states pass some workplace safety laws and conduct regular inspections, but enforcement varies.

**1908** Many states and companies create safety agencies and .

**1921** Forty-six states pass  laws.

## Instruction

## Labor

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8

**The New York Factory Investigating Commission**

In 1911, a horrific fire broke out in the Triangle Shirtwaist Factory.

- A total of  workers were killed, mostly young women.
- The New York Factory Investigating Commission was created.

**New Laws**

The commission requested new laws, which became labor standards today.

- Requiring installation of fire alarms and  systems
- Prohibiting children under 14 from working in factories
- Increasing sanitation and  standards
- Improving lighting and ventilation
- Passing a  wage

10

**The US Department of Labor**

The United States Department of Labor was established in 1913.

- Enforces government wage and workplace safety
- Works to expand the amount of employment available
- Oversees providing  to people who have disabilities

## Instruction

## Labor

Slide

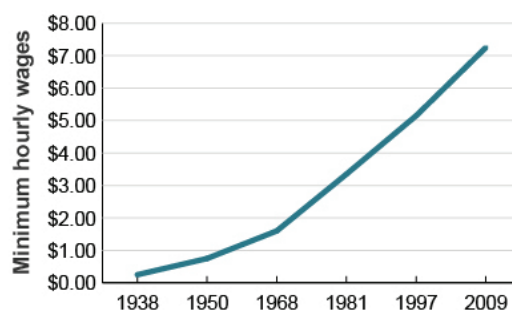
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**Minimum Wage**

Federal minimum wage regulations:

- make it illegal to pay most workers  than a set amount per hour.
- specify minimum  and holiday pay rates.

**Federal Minimum Wage  
1938–2009**



12

**Benefits and Drawbacks of Regulation****Benefits**

- Workers receive a minimum wage.
- protect workers from injury or death.
- Workers hurt on the job receive medical care and financial assistance.
- Employers can be required to participate in unemployment .

**Drawbacks**

- Safety laws and higher wages  a business's production costs.
- Increased production costs result in higher  for consumers.
- Higher wages can result in fewer jobs.

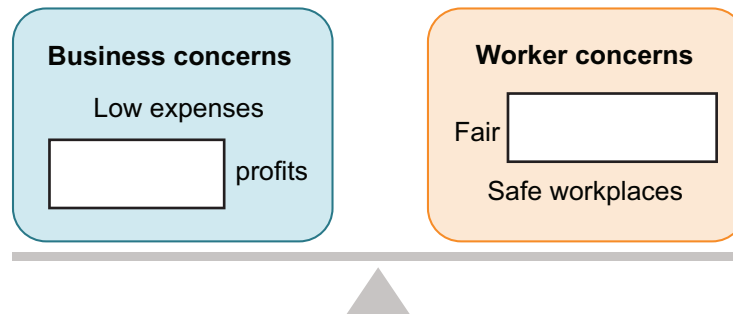


## Instruction

## Labor

Slide

12

**A Balancing Act**

15

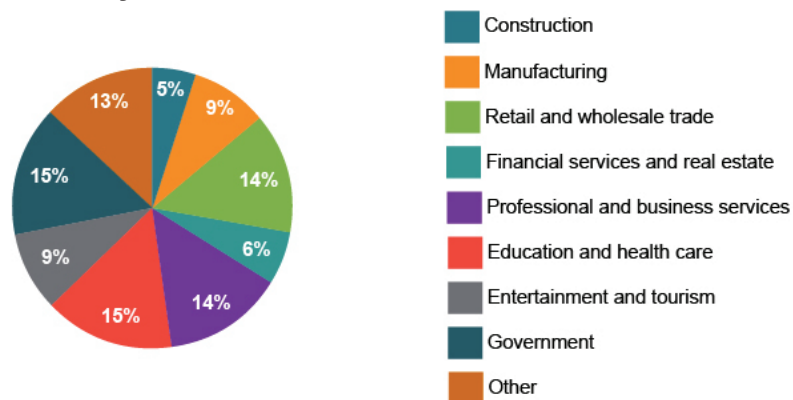
**Industry in the US**

The US economy is dependent upon  industries.

- Most Americans work in industries like health care, business, retail, and education.
- Manufacturing, agriculture, and energy creation are a  percentage of the American labor market.

**The US Labor Market Today**

**People Engaged in Production  
by Industry in the US, 2013**



## Instruction

## Labor

Slide

15

Construction and manufacturing make up a  part of the total workforce. The government makes up about [15]% of the workforce, showing how the country has shifted to a service industry.

**Growing Occupations**

The fastest growing occupations are in the  industry.

- Physical therapists
- Health-care social workers
- Physician's assistants
- Dental hygienists

**Declining Occupations**

Changing technology and increased international competition is leading to the decline of some occupations.

- Local newspapers are going out of business.

**Postal workers**

- mail is replacing regular mail.

**Textile and clothing industries**

- New technologies are replacing workers.
- Manufacturing is moving .

Slide

17

**Education Outlook****Education**

- Only about  of all future jobs require a high school diploma or less.
- More than 30% of jobs will require a bachelor's or master's degree.
- College graduates earn nearly  as much as those with only a high school diploma.

**Training**

- More jobs will require  training or certified skills.
- Demand for qualified workers with high-tech skills is expected to .

## Summary

## Labor

**Lesson Question**

How did increased government regulation change business and labor in the US?

**Answer**

Slide

2

**Review: The Labor Movement**

The labor movement began after the Industrial Revolution.

Unions:

- advocated for  in the workplace.
- used  to negotiate with business owners.

**Review: Labor Regulations**

Labor regulations began to be created in the early 1900s.

Regulations:

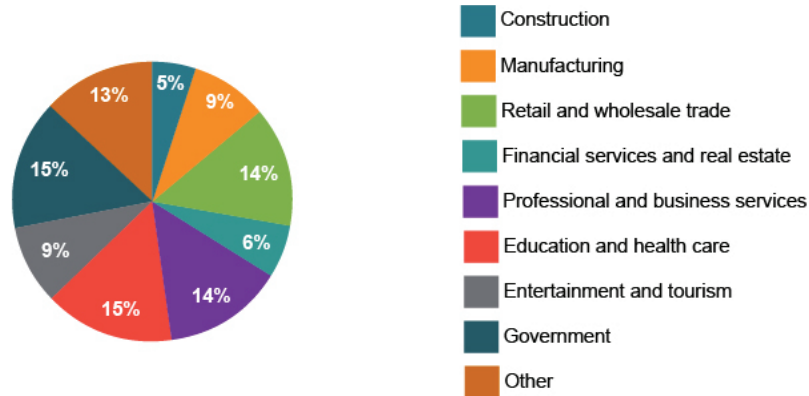
- were established in response to  like the Triangle Shirtwaist Fire.
- created new agencies to  labor rules.

## Summary

## Labor

Slide

2

**Review: The Labor Market Today****People Engaged in Production  
by Industry in the US, 2013**

You can see from this pie chart of the labor market that the US has shifted to a  industry economy rather than a  economy.

*Use this space to write any questions or thoughts about this lesson.*