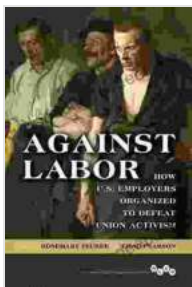


How Employers Organized To Defeat Union Activism: A Historical Examination of Anti-Union Tactics in the American Working Class

The history of the American labor movement is marked by a constant struggle between workers and employers. Workers have sought to improve their wages, working conditions, and job security through the formation of unions. Employers, on the other hand, have often resisted unionization efforts, fearing that it will increase their labor costs and reduce their control over the workplace.

One of the most effective weapons that employers have used to defeat union activism is the formation of employer organizations. These organizations have provided a forum for employers to share information, develop strategies, and coordinate their efforts to oppose unions.



Against Labor: How U.S. Employers Organized to Defeat Union Activism (Working Class in American History) by Rosemary Feurer

★★★★★ 5 out of 5

Language : English
File size : 2248 KB
Text-to-Speech : Enabled
Screen Reader : Supported
Enhanced typesetting : Enabled
Word Wise : Enabled
Print length : 288 pages
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The Early Years: The National Association of Manufacturers

The first employer organization in the United States was the National Association of Manufacturers (NAM), which was founded in 1895. The NAM was initially formed to promote the interests of American manufacturers in the global marketplace. However, it quickly became involved in the fight against unions.

In 1903, the NAM established a Committee on Industrial Relations, which was charged with developing strategies to combat unionism. The committee's first report, issued in 1905, called for employers to adopt a more aggressive stance against unions. It also recommended the use of blacklists, strikebreakers, and injunctions to prevent workers from organizing.

The Rise of the Open Shop Movement

In the early 20th century, the open shop movement gained traction among employers. The open shop movement advocated for the right of employers to hire and fire workers without regard to their union membership. Proponents of the open shop argued that it would promote efficiency and reduce labor costs.

The NAM and other employer organizations played a key role in the open shop movement. They provided financial support to anti-union campaigns and lobbied for legislation that would weaken unions.

The Use of Violence and Intimidation

In some cases, employers resorted to violence and intimidation to defeat union organizing efforts. During the Great Steel Strike of 1919, for example, employers hired strikebreakers who used violence against striking workers.

In other cases, employers used blacklists to prevent union activists from getting jobs.

The use of violence and intimidation by employers was often met with resistance from workers. In some cases, workers fought back against strikebreakers and blacklists. In other cases, they turned to the government for protection.

The Wagner Act and the Decline of the Open Shop Movement

In 1935, Congress passed the Wagner Act, which protected the right of workers to organize unions and bargain collectively. The Wagner Act also made it illegal for employers to engage in unfair labor practices, such as firing workers for union activity.

The Wagner Act had a significant impact on the open shop movement. Many employers abandoned the open shop and recognized unions as the bargaining representatives for their workers.

The Post-World War II Era: The Taft-Hartley Act and the Landrum-Griffin Act

In 1947, Congress passed the Taft-Hartley Act, which amended the Wagner Act. The Taft-Hartley Act made it more difficult for unions to organize workers and engage in sympathy strikes.

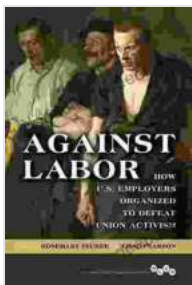
In 1959, Congress passed the Landrum-Griffin Act, which further restricted the activities of unions. The Landrum-Griffin Act required unions to file financial reports with the government and prohibited them from engaging in certain unfair labor practices.

The Taft-Hartley Act and the Landrum-Griffin Act weakened the labor movement and made it more difficult for unions to organize workers.

Employer organizations have played a significant role in the history of the American labor movement. They have provided a forum for employers to share information, develop strategies, and coordinate their efforts to oppose unions.

In the early years, employer organizations used tactics such as blacklists, strikebreakers, and injunctions to defeat union organizing efforts. In the post-World War II era, they relied more on legislation to weaken unions.

Despite the challenges they have faced, unions continue to play an important role in the American economy. They provide workers with a voice in the workplace and help to ensure that they are treated fairly.



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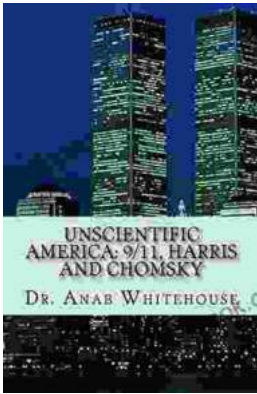
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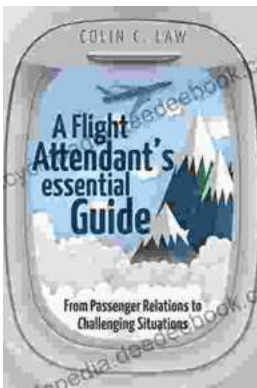
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