



# Second Industrial Revolution

Perspective:

Labor & Unions

**Name:**



# The Triangle Shirtwaist Factory Fire!



**Most of the victims were immigrants from Europe. But that tragic fire 75 years ago led to safety laws that no protect all workers.**

On Saturday afternoon, March 25, 1911, New Yorkers were enjoying the first fine day of spring. Washington Square Park was filled with strollers and children at play. One block east, at the corner of Greene Street and Washington Place, the employees of the Triangle Shirtwaist Company were eagerly awaiting the end of the work day. They, too, wanted to get outside and enjoy the spring weather.

The Triangle Company produced a popular style of women's blouses called shirtwaists. It employed up to 900 people, and occupied the top three floors of a ten-story building. The majority of the employees were young Jewish immigrant women from Russia. Some came from Italy and other European countries.

The building in which they worked was supposedly fireproof. Yet on this afternoon in 1911, 146 Triangle workers would die tragically in one of the worst fires in U.S. history.

## **Sweatshop Conditions**

The Triangle Company was like most clothing factories at that time. Most were called

"sweatshops," crowded rooms with little light or ventilation.

Fire protection laws were meager. The building occupied by the Triangle Company had been built in 1901, but had no sprinkler system. No fire drill had ever been held. By law, the building should have had three staircases, yet it had only two. The building had a fire escape, but it was narrow and flimsy.

The building's owner, Joseph Asch, believed that it was fireproof. Despite the use of concrete construction, it had wooden floors and window frames. Exit doors should have opened outward. Instead they opened inward, and some were locked. The law against smoking was ignored. Yet the factory's tables were laden with highly flammable shirtwaists. There were also large bins filled with rags and remnants. The Asch building was, in fact, a firetrap.

## **Quitting Time**

How the fire started will never be known. Fire Chief Edward Croker believed that a cigarette spark ignited gasoline that was used to heat pressing irons. The time that the fire began could be determined more accurately.

At 4:30 in the afternoon, a bell rang, signaling the end of the work day. Other factories in the building had closed down at three o'clock and were now empty. But the Triangle Company had fallen behind in filling orders, so it had remained open longer.

On this day, there were almost 500 workers in the Triangle factory. As the bell clanged, most of them headed for the washrooms and the dressing rooms. Saturday was pay day and they were in a good mood.

The first person to smell smoke was Eva Harris, who worked on the eighth floor. She ran toward Samuel Bernstein, the production

manager/ "There is a fire!" she cried. Bernstein turned around and saw flames coming from a bin filled with rags. He and a few other men tried to douse the fire with pails of water. But the flames kept spreading as sparks ignited shirtwaist materials on the cutting tables.

Bernstein sent a shopping clerk to get the fire hose on the Greene Street staircase. But the water valve wheel was rusted and the hose itself had rotted. By this time the flames were reaching up to the ceiling and there were cries of "Fire!" everywhere.

A number of women managed to get out the Green Street door to the staircase. But this exit and the adjacent freight elevators were soon blocked by a solid sheet of fire. Now the frantic employees began running to the Washington Place door, but it was locked.

In their terror, they began pushing and clawing to get to the door. Finally a machinist, Louis Brown, forced his way through them and got the door open. Screaming, groping, and falling, the women clambered down a narrow spiral staircase.

## **Trapped in the Flames!**

The flames on the eighth floor were soon sucked into the open windows on the two upper floors. Almost all the people on the tenth floor were able to escape to the roof. The Asch building abutted a higher New York University building. NYU students



the model for many other states. The building in which the terrible fire took place still stands. Where young immigrant women once worked at sewing machines, New York University students now attend classes. The only reminder of the fire is a plaque near the entrance on Washington Place. Put there by the International Ladies' Garment Workers' Union, the plaque says:

"On this site, 146 workers lost their lives in the Triangle Shirtwaist Company fire on March 25, 1911. Out of their martyrdom came new concepts of social responsibility and labor legislation. They have helped make American working conditions the finest in the world."



**Answer the Following:**

1. In what way did this tragedy help to save the lives of other workers, even today? List some specific changes that occurred as a result of what happened.
2. Why does it often take tragedies to correct conditions that caused them?

From the street, spectators shouted "Don't jump! Help is here!" But the fire truck ladders reached no higher than the sixth floor, and flames were roaring out of the windows on the upper floors. Firemen in the street spread nets to catch the women when they jumped. But the force of bodies falling eight or nine stories was too great.

"What good are life nets?" a fire chief asked later. "The little ones went right through them. They came down with arms entwined, three and even four together." The sidewalk was soon covered with bodies.

It took the firemen only 18 minutes to bring the flames under control. Twelve minutes later, the fire was over. At 11 o'clock that night, Chief Croker told newspaper reporters that the last bodies had been removed from the Triangle factory.

**Demands for Reform**

The Triangle factory tragedy aroused both grief and anger among the relatives and friends of the victims. People everywhere were shocked by the disaster. On April 5, a funeral procession was held for seven victims whose bodies could not be identified. About 80,000 people marched up New York's Fifth Avenue in a heavy rain. Most of the marchers were women and teenage girls. About 250,000 people watched the procession.

The Triangle fire stirred the conscience of the public. Union leaders, social workers, and politicians demanded reforms to prevent another disaster. The New York State legislature appointed a commission to study the problem. The commission's report led to the enactment of strict laws to protect the lives, the health, and welfare of factory workers. New York's new industrial code became

rushed to their roof and lowered ladders to the Triangle Company employees. Reaching down, the students helped one after another of the employees to climb to safety.

On the ninth floor, more than 200 employees were trapped in the flames. Here, too, the door to the Washington Place staircase was locked, and the Greene Street exit was enveloped in flames. The fire escape soon collapsed under the weight of all those who crowded on to it. Many workers were hurled to their deaths in the courtyard below.

The only hope for the people on the ninth floor was the two small passenger elevators on the Washington Place side. The women struggled desperately to get in the elevators. They jammed inside until there was no more room. When the elevators descended, the doors on the ninth floor were left open. Some women jumped or fell into the shaft, crashing onto the roofs of the elevators. One young woman saved her life by leaping to an elevator cable and sliding down it slowly.

**"Don't Jump!"**

Horse-drawn fire trucks, police wagons, and ambulances raced to the building as soon as the alarm was sounded. Dominick Henry, a police captain was on of the first to arrive. "I saw a scene I hope I never see again," he said later. "Dozens of girls were hanging from the ledges. Others, their dresses on fire, were leaping from the windows."

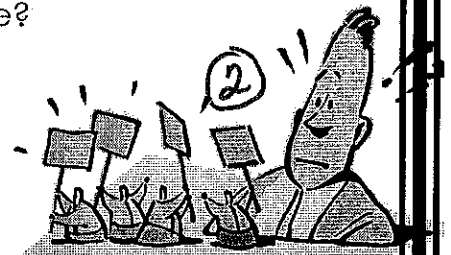


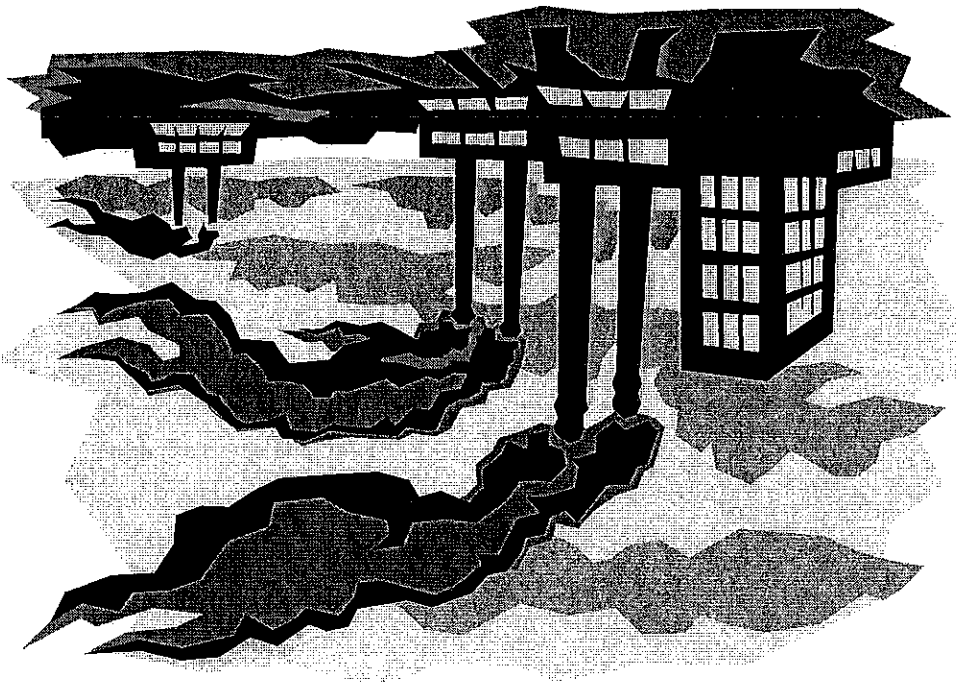
## Video Notes: The Homestead Strike of 1892

Answer the following questions as you watch the video about a deadly strike attempt at Andrew Carnegie's steel company.

1. What is the purpose of a union? Do you think unions are a good idea?
2. Why do bosses hate unions?
3. What are some of the tactics used by bosses to keep union workers out of their companies?
4. Why do you think some workers did not join unions?
5. What is a PINKERTON?
6. What is a WINCHESTER?
7. What does it mean when a worker becomes "blacklisted"?
8. What was Frick's response to the union's attempt to strike?

(over)





11. Do you think the Homestead strike could have been the turning point for Andrew Carnegie and his conscience?

10. Where was Andrew Carnegie during this incident?

9. In your opinion, which side went "too far" – Employer or Employee?

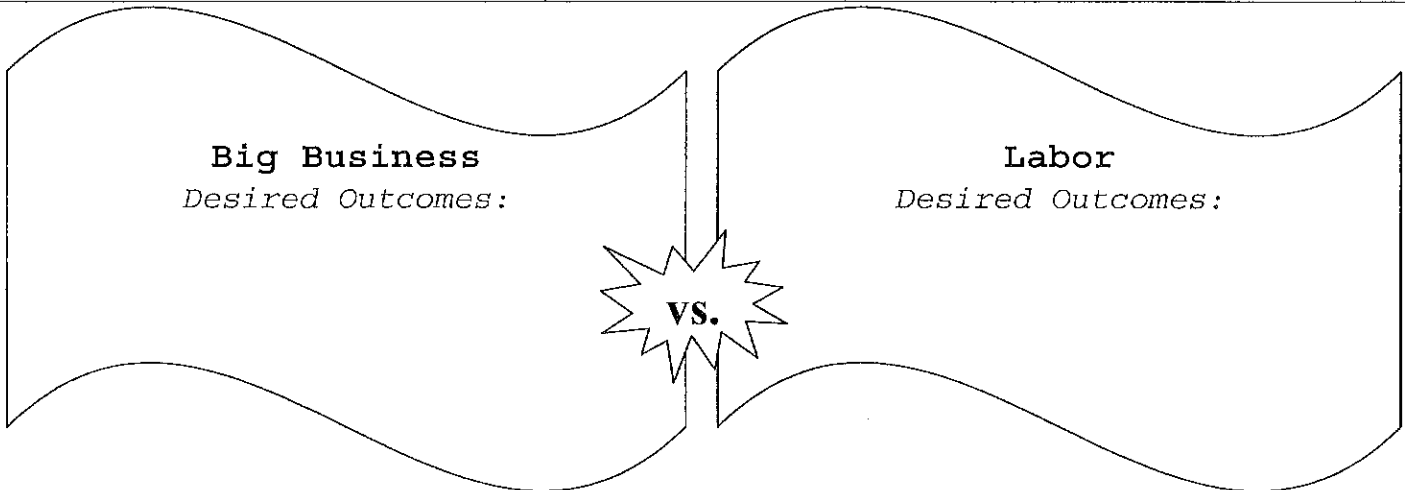
# The Labor Movement

Pages 657-661

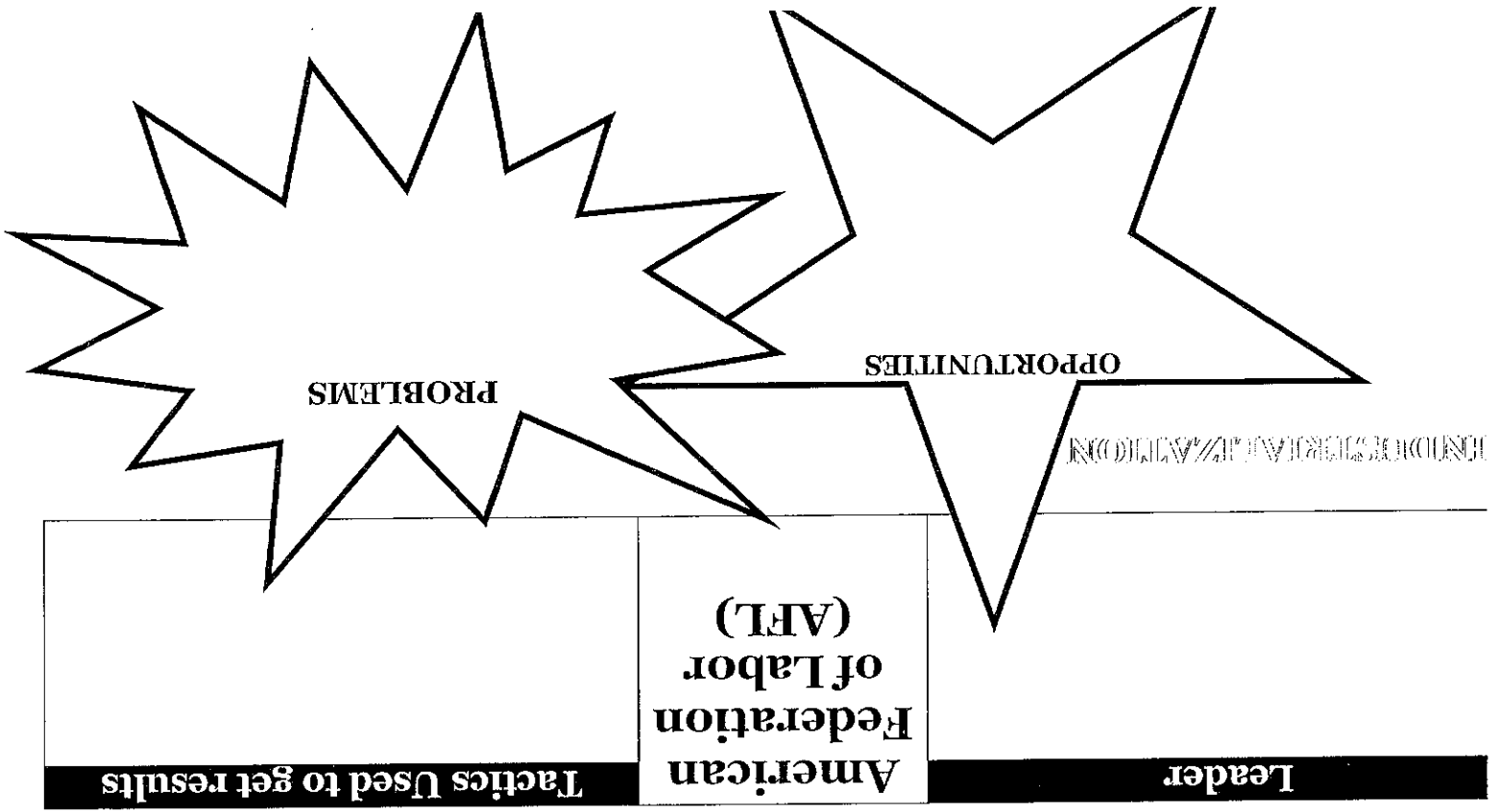
## Why did workers organize?

Reason 1	
Reason 2	
Reason 3	
Reason 4	
Reason 5	

Members	Knights of Labor "The First Labor Union"	Tactics Used to get results



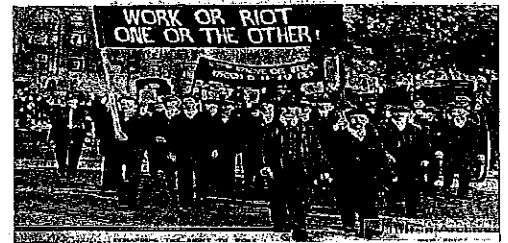
Which side do you think the government supported? Big Business or Labor? Explain.



	Pullman Strike (1894)
	Homestead Strike (1892)
Results	Demonstration

	What?	
Why?	Haymarket Affair (1886)	Where?
	Who?	





## The Labor Movement

Factories first appeared in the United States during the late 1700's and early 1800's. The owners of the factories required people to work long hours at low pay. Buildings were poorly lighted and heated. Many jobs were dirty, monotonous, and dangerous. But if a worker complained, he was quickly replaced by one of the many persons looking for a job.

As time went on, some workers decided to join together and make demands as a group. It would be harder for the factory owner to replace a group of experienced workers than a single worker. Such an organization was called a "labor union." The union wanted higher wages, fewer hours of work, and better working conditions.

A number of weak local unions appeared during the late 1700's and early 1800's. But it was not until after the Civil War that stronger, national unions were organized. These included the Knights of Labor, the American Federation of Labor, and the Congress of Industrial Organizations.

### THE FIRST NATIONAL UNIONS

Read the information on the chart, then answer the questions.

<b>UNION/FOUNDER/YEAR</b>	<b>MEMBERSHIP</b>	<b>COMMENTS</b>
Knights of Labor (K of L) Uriah S. Stephens 1869	Open to all workers, both skilled and unskilled. Reached a peak membership of 700,000 in 1885.	Took part in a number of railroad strikes, winning only one of them. Declining in importance after failing to win 8-hour day, better pay, improved working conditions, and a limit on child labor.
American Federation of Labor (AFL) Samuel Gompers 1886	Included only skilled workers belonging to particular crafts, such as machinists, carpenters, and plumbers. Thus, the skilled workers in a factory belonged to different national unions. (Reached 8 million members by 1955.)	Favored settling disputes peacefully in order to avoid long, costly strikes. Objectives: higher pay, shorter hours, better working conditions, end of child labor, limits on immigration
Congress of Industrial Organizations (CIO) Led by John L. Lewis 1938	Included all skilled and unskilled workers in a single industry, such as all automobile workers in the United States. (Membership of 6 million in 1955)	Consisted of more than 30 industrial unions, including the automobile, steel, oil-refining, textile, and ship building industries. Wanted higher pay and more fringe benefits for workers.

### COMPLETION

- The first important national labor union was called the \_\_\_\_\_.
- \_\_\_\_\_ founded the American Federation of Labor (AFL) in 1866.
- Only machinists, carpenters, plumbers, and skilled workers who belonged to certain \_\_\_\_\_ could join the AFL.
- The CIO permitted both skilled and unskilled workers of a particular \_\_\_\_\_ to belong to the union.
- The American Federation of Labor and the \_\_\_\_\_ joined together to form the AFL-CIO in 1955.

**TRUE-FALSE**

6. \_\_\_\_\_ The Knights of Labor succeeded in achieving its goals.
7. \_\_\_\_\_ Uriah S. Stephens started the CIO.
8. \_\_\_\_\_ American workers in the late 1800's encouraged immigration to the U.S.
9. \_\_\_\_\_ One of the goals of the American labor movement was to gain more money for workers.
10. \_\_\_\_\_ John L. Lewis was an early leader of the CIO.

**LABOR-MANAGEMENT RELATIONS**

Early labor unions had a difficult time achieving their goals of higher pay, shorter hours, and improved working conditions. Factory owners were strongly against the formation of unions. They pressured the government to pass laws which restricted union activities. Federal troops were sometimes used to forcefully end strikes. The courts usually sided with the factory owners and ordered striking employees back to work. Workers at a factory who tried to start a union were regarded as troublemakers, and were often fired from their jobs.

Most early unions, including the Knights of Labor, failed to make significant gains and eventually disappeared. But the American Federation of Labor attracted large numbers of workers and made important progress toward its goals.

As unions grew in strength, labor (the workers) and management (the factory owners) used different tactics against each other. Some of the terms in the following list refer to measures taken by labor to put pressure on management. Other terms represent tactics used by management to limit the power and success of the unions. Two of the terms in the list refer to methods used to settle differences between the sides.

Fill in the space with the word **labor** if the term favors labor. Fill in the space with the word **management** if the term favors management. Use the phrase is used to settle differences, write settle differences.

11. \_\_\_\_\_ Names of union activists are put on a **blacklist** and given to employers who refuse to hire them.

12. \_\_\_\_\_ During a **lockout**, the factory is closed in order to force workers to give up their demands.

13. \_\_\_\_\_ People walking a **picket line** outside of the factory carry signs that call attention to a labor dispute, and discourage others from entering the plant.

14. \_\_\_\_\_ A worker signs a "**yellow dog**" contract in which he agrees not to join a union.

15. \_\_\_\_\_ Representatives of labor and management discuss the terms of a new contract during a **collective bargaining** session.

16. \_\_\_\_\_ Only union members may be hired at a **closed shop**.

\*

17. \_\_\_\_\_ At a **union shop**, the factory owner can hire non-union workers only if they agree to join the union within a certain period of time.
18. \_\_\_\_\_ Factory owners can hire non-union workers as well as union members at an **open shop**.
19. \_\_\_\_\_ Employees refuse to work during a **strike** because their demands have not been met.
- ★ 20. \_\_\_\_\_ A fair-minded third party, through the process of **arbitration** hears both labor and management in a dispute, then recommends an agreement.
- ★ 21. \_\_\_\_\_ A court order, called an **injunction**, can be used to prohibit a strike or to order strikers back to work.
22. \_\_\_\_\_ During a **boycott**, consumers are urged not to buy goods from a company involved in a labor dispute.
23. \_\_\_\_\_ **Scabs** were hired to replace employees who went on strike.

### THE NATION'S FIRST MAJOR STRIKES

The struggle between labor and management erupted into three bitter strikes during the late 1800's. Read the summaries of each of these strikes, then decide whether **labor** or **management** came out ahead. Fill in the spaces with the appropriate answers.

#### Railroad Strike of 1877

This was the first large-scale strike in the United States. Several railroad companies announced a wage cut, prompting the workers to walk off their jobs. Other workers were hired to keep the trains running. Violence broke out between the strikers and the local militia. Considerable property was destroyed before President Rutherford B. Hayes sent in federal troops. Order was restored and the trains resumed their schedules. The strikers, fearful of losing their jobs, accepted the pay cut and went back to work.

#### Homestead Strike (1892)

The Carnegie Steel Company announced a reduction in pay at its Homestead, Pennsylvania, plant. The president of the company warned the workers that if they did not accept the pay cut, they would be replaced by non-union employees. When the workers decided to go on strike, the company hires 300 guards from the Pinkerton detective agency. The guards were supposed to protect the plant in case of trouble. A battle soon broke out between the Pinkertons and the union men. A total of ten guards and strikers were killed. The Pinkerton men were forced to leave Homestead by train. But the Pennsylvania National Guard arrived and ended the rebellion. Strikebreakers were hired and the plant reopened.

#### Pullman Strike (1894)

Workers at the Pullman Company's sleeping-car manufacturing plant went on strike rather than accept a 25% reduction in wages. They were supported by the American Railway Union. The union disrupted train service across the country and seriously slowed the delivery of the U.S. mail. Public opinion shifted against the Pullman workers. A judge issued an **injunction** ordering the union to stop interrupting rail service and the delivery of the mail. When the strikers ignored the injunction, President Grover Cleveland sent in cavalry, infantry, and artillery. Mobs turned to violence as riots broke out in many cities. Several workers were killed and many more wounded before peace was finally restored. The strike leaders were arrested for violating the injunction, and train service returned to normal.

One important fact about the Railroad Strike of 1877:

One important fact about the Pullman Strike:

One important fact about the Homestead Strike:

**POST SECOND INDUSTRIALIZATION LEGISLATION**

During the 1900's many laws were passed by Congress which affected labor-management relations. Which side - labor or management-- do you think benefitted the most from the passage of each of the following laws?

24. Adamson Act (1916): Established an 8-hour work day and time-and-a-half for overtime workers on interstate railroads.

25. Norris-LaGuardia Anti-Injunction Act (1932): Strictly limited the power of courts to issue injunctions forbidding strikes and picketing.

26. National Labor Relations Act a.k.a. Wagner Act (1935): Set up a National Labor Relations Board to: (a) protect the right of workers to organize unions and take part in collective bargaining (b) protect workers against unfair actions by employers (c) help settle labor disputes

27. Social Security Act (1935): (a) set up a pension system for retired workers (b) provided payments to workers who are sick or unemployed (c) gave federal aid to the states for the care of needy children, elderly Americans, the blind, and the disabled

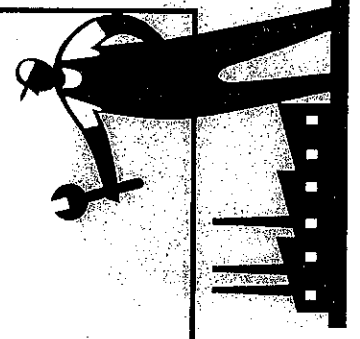
28. Wages and Hours Act (1938): Established a minimum hourly wage and a 40-hour workweek with time-and-a-half pay for overtime.

29. Taft-Hartley Act (1937): (a) outlawed the closed shop in which only union members could be hired (b) said that employees of the federal government could not go on strike (c) prevented a union from practicing "featherbedding" - forcing an employer to use more workers than needed on a job (d) forbid workers from making contributions to candidates running for federal office (e) required a 60-day "cooling-off" period before a union could go on strike

# Working Conditions

After you have read the four passages complete the chart below with as much detail as you can.

Section Title	Complaints and Hardships	Action Taken by Workers to get Conditions

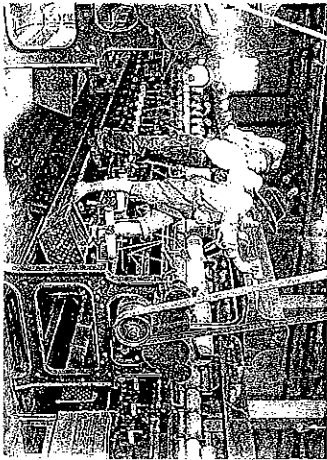


# Working Conditions

A Miner, 1902

Questions to think about:

1. Which of the workers in this reading belonged to unions? Why did they join unions?
2. What evidence can you find in this reading that employers often kept wages down by hiring new immigrants? By hiring children?
3. What evidence can you find in these selections that immigrants often sold their votes in return for jobs? How do you think this might have affected city politics and government?
4. Between 1890 and 1920, there was much violence between employers and workers. Judging from these readings, why do you think that such violence occurred?

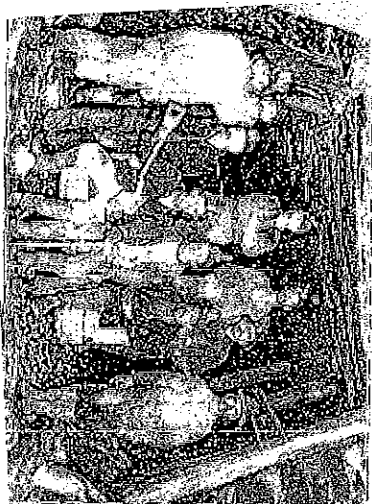


I did not strike because I wanted to; I struck because I had to. A miner-the same as any other workman-must earn fair living wages, or he can't live. And it is not how much you get that counts. It is how much what you get will buy. I have gone through it all, and I think my case is a good example...

My last pay envelope shows my wages, after my... expenses were taken off, were \$29.47; that was my earnings for two weeks, and that was extra good...

...My rent is \$10.50 per month. My coal costs me almost \$4 per month... My grocery bill for those two weeks was \$11. That makes \$22 per month. The butcher gets \$6 per month. Add them all, and it costs me, just to live, \$42.50. That leaves me \$17 per month to keep my family in clothes, to pay my church dues, and to keep the industrial insurance going. My insurance alone costs me 55 cents a week, or \$2.20 a month...

Our condition can be no worse; it might and must be better. The luxuries of the rich we do not ask; we do want butter for our bread and meat for our soup. We do not want silk and laces for our wives and daughters. But we want enough to buy them a clean calico once in a while. Our boys are not expecting automobiles and membership cards in clubs of every city, but they want their fathers to earn enough to keep them at school until they have a reasonably fair education.



## A Stockyards Worker from Lithuania, 1904

My job was in the cattle killing room. I pushed the blood along the gutter.... One Lithuanian, who worked with me, said, "They get all the blood out of these cattle and all the work out of us men." This was true, for we worked that first day from six in the morning till seven at night. The next day we worked from six in the morning till eight at night. The next day we had no work. So we had no good, regular hours. It was hot in the room that summer, and the hot blood made it worse.

I held this job six weeks and then I was let go.... I think some other man had paid for my job, or perhaps I was too slow. The foreman in that room wanted quick men to make the work rush, because he was paid more if the work was done cheaper and quicker.... Now, when I was idle I began to look about, and everywhere I saw sharp men beating out slow men like me. Even if we worked hard it did us no good....

Those were bad days and nights. At last I had a chance to help myself. Summer was over and Election Day was coming. There Republican boss in our district, Jonidas, was a saloonkeeper. A friend took me there. Jonidas shook hand and treated me fine. He taught me to sign my name, and the next week I went with him to an office and signed some paper, and then I could vote. I voted as I was told, and then they got me back into the yards to work, because one big politician owns stock in one of those houses.



Then I felt that I was getting in beside the game. I was in a group.... like other sharp men. Even when work was slack I was all right, because they got me a job in the street cleaning department.... All of us were telling our friends to come soon. Soon they came— even thousands. The employers in the yard liked this, because those sharp foremen are inventing new machines and the work is

easier to learn, and so these slow Lithuanians and even green girls can learn to do it, and then the Americans and Germans and Irish are put out and the employer saves money, because the Lithuanians work cheaper. This was why the American labor unions began to organize us all just the same as they had organized the Bohemians and the Poles before us.

Well, we were glad to be organized. We had learned that in Chicago every man must push himself always, and Jonidas had taught us how much better we could push ourselves by getting into a group.... Now, we saw that this union was the best group for us, because it was the only group... that could say, "It is our business to raise your wages." ...

Then I got a better job. I was called a cattle butcher now and I joined the Cattle Butchers' Union. This union is honest and it has done me a great deal of good.

It has raised my wages. The man who worked at my job before the union came was getting through the year an average of \$9 a week. I am getting \$11. In my first job I got \$5 a week. The man who works there now gets \$5.75.

It has given me more time to learn to read and speak and enjoy life like an American. I never work now from 6 a.m. to 9 p.m. and then be idle the next day. I work now from 7 a.m. to 5:30 p.m. and there are not so many idle days. The work is evened up. With more time and more money I live much better and I am very happy...

Our union sent a committee to Springfield last year and they passed a law which prevents boys and girls below sixteen from working in the stockyards.

We are trying to make the employers pay on Saturday night in cash. Now they pay in checks and the men have to get money the same night to buy things for Sunday, and the saloons cash checks by thousands. You have to take one drink to have the check cashed. It is hard to take one drink.

The union is doing another good thing. It is combining all the nationalities. The night I joined the Cattle Butchers' Union I was led into the room by a Negro member. With me were Bohemians, Germans, and Poles, and Mike Donnelly, the President, is an Irishman. He spoke to us in English and then three interpreters told us what he said....

But the best thing the union does is to make me feel more independent. I do not have to pay to get a job and I cannot be discharged unless I am no good.... You must get money to live well, and to get money you must combine. I cannot bargain alone with the Meat Trust [monopoly]. I tried it and it does not work.

## Southern Textile Workers, 1903

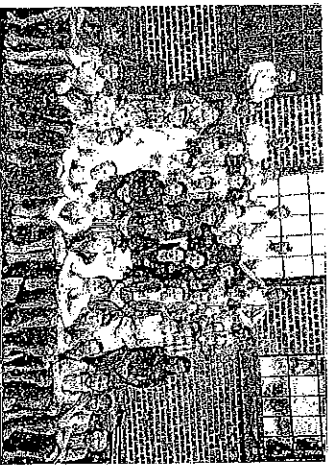
Through the looms I catch sight of Upton's, my landlord's, little child. She is seven, so small that they have a box for her to stand upon... Her hands are fairy hands, fine-boned, well-made, only they are so thin and dirty, and her nails-claws: she would do well to have them cut. A nail can be torn from the finger: is torn from the finger frequently, by this flying spool. I go over to Upton's little girl...

"How old are you?"

"Ten."

She looks six. It is impossible to know if what she says is true. The children are commanded both by parents and bosses to advance their ages when asked...

At noon I watch the children crouch on the floor by the frames; some fall asleep between the mouthfuls of food and so lie asleep with food in their mouths until the overseer rouses them to their tasks again...



*Young workers at the Atherton Mills*

Cotton settles quickly on the floor. It has also settled on the child's hair and clothes, and his eyelashes, and this atmosphere he breathes and fairy ears, until his lungs become diseased. Pneumonia- fatal in nearly all cases here- and lung fever had been... "A regular plague," before I came. There were four cases in the village where I lived, and fever... malaria and gripe [influenza] did their parts...

Here is a little child, not more than five years old... Her bones are nearly through her skin, but her stomach is an unhealthy pouch, abnormal... Here is a slender little boy... This boy looks ninety. He is a dwarf; twelve years old, he appears seven, no more... He sweeps the cotton and lint from the mill isles from 6 p.m. to 6 a.m. without a break in the night's routine. He stops of his own accord, however to cough and expectorate [spit] - he has advanced tuberculosis.

At night the shanties receive us. On a pine board is spread our food- can you call it nourishment? The hominy and molasses is the best part; salt pork and ham are the strong victuals [food].

It is eight o'clock when the children reach their homes- later if the mill work is behindhand and they are kept over hours... They fall asleep on the table, on the stairs; they are carried to bed and there laid down as they are, unwashed, undressed; and the children... so lie until the mill summons them... before sunrise, while they are still in stupid sleep.

## A Capmaker, 1905

After I had been working as a capmaker for three years it began to dawn on me that we girls needed an organization. The men had organized already, and had gained some advantages, but the bosses had lost nothing, as they took it out of us.

We were helpless, no one girl dare stand up for anything alone. Matters kept getting worse. The bosses kept making reductions in our pay, half a cent a dozen caps at a time. It did not sound important, but at the end of the week we found a difference.

One girl would say that she didn't think she could make caps for the new price, but another would say that she thought she could make up for the reduction by working a little harder, and then the first would tell herself:

"If she can do it, why can't I?"

They didn't think how they were wasting their strength... We joined the cloth hat and capmakers union and then went on strike. The result was a victory, which netted us.... \$2 increase in our wages on the average...

But all was not lovely by any means, for the bosses were not at all pleased with their beating and had determined to fight us again.

They agreed among themselves that after the 26<sup>th</sup> of December, 1904, they would run their shops on the "open" system [non-union as well as union members would be employed].

Of course, we knew that this meant an attack on the union. The bosses intended gradually to get rid of us, employing in our place child labor and raw immigrant girls who would work for next to nothing...

[When the bosses' notice declaring an open shop appeared, we went on strike.] We were out for thirteen weeks, and the girls established their reputation. They were on picket duty from seven o'clock in the morning till six o'clock in the evening, and gained over many of the non-unions workers appeals to them to quit working against us....

We were greatly helped by the other unions, because the open shop issue was a tremendous one, and this was the second fight which the bosses had conducted for it.





# Labor Unions



For the *WORKER*...

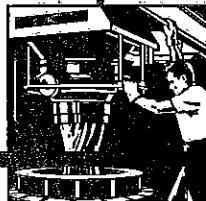
POSITIVES

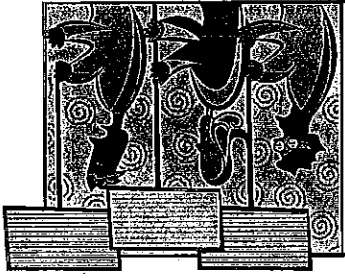
NEGATIVES

For the *EMPLOYER*...

POSITIVES

NEGATIVES





1. During this period of time, the opinion of unions in general was...

Why?

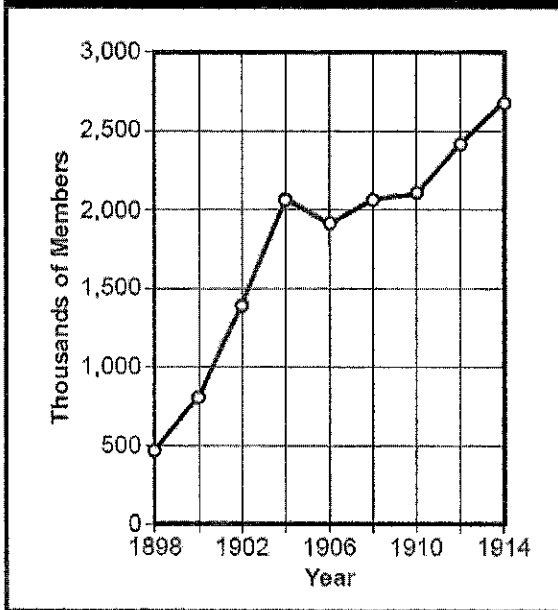
2. Why do you think some workers did not join unions?

3. In your opinion, were unions necessary? Explain. Are they still necessary today?



# Thinking About Unions.

**Growth of Labor Unions  
in the United States**



Source: *Historical Statistics of the United States*

**How many union members were there in 1904?**

\_\_\_\_\_



**1. List three (3) reasons why people would start joining unions in 1898.**

\_\_\_\_\_  
\_\_\_\_\_

**2. Why do you think union membership dropped from 1902-1906?  
(\*Think of specific events)**

\_\_\_\_\_  
\_\_\_\_\_

**3. Why do you think union membership climbed significantly after 1910?  
(\*Think of specific events)**

\_\_\_\_\_  
\_\_\_\_\_

**4. As a result of union activities, how are workers TODAY impacted?**

\_\_\_\_\_  
\_\_\_\_\_

