

Statewide
Manufacturing Bridge
Social Studies
Activities & Resources

1752	Benjamin Franklin	Lightning Rod
1769	James Watt	Improved Steam Engine
1776	David Bushnell	Submarine
1786	John Fitch	Steamboat

1800	Count Alessandro Volta	Battery
1809	Humphry Davy	Arc Lamp
1829	W.A. Burt	Typewriter
1835	Charles Babbage	Mechanical Calculator

1836	Samuel Colt	Revolver
1837	Samuel Morse	Telegraph
1839	Charles Goodyear	Rubber vulcanization
1851	Isaac Singer	Sewing Machine

1886	Robert Whitehead	Torpedo
1873	Joseph Glidden	Barbed Wire
1886	Josephine Cochrane	Dishwasher
1888	Nikola Tesla	AC motor & transformer

1891	Jess W. Reno	Escalator
1900	Count Ferdinand von Zeppelin	Zeppelin
1902	Willis Carrier	Air Conditioner
1904	Benjamin Holt	Tractor

1906	William Kellogg	Cornflakes
1908	Jacques E. Brandenberger	Cellophane
1909	G. Washington	Instant Coffee
1916	Henry Brearly	Stainless Steel

1920	Earle Dickson	Band-Aid
1923	Clarence Birdseye	Frozen food
1928	Jacob Schick	Electric shaver
1938	Ladislo Biro	Ballpoint pen

1943	James Wright	Silly putty
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Use the following websites to research the answers to the questions. Read carefully, be specific, and be ready to report out to the class your findings.

A. Selected State Child Labor Standards

<https://www.dol.gov/agencies/whd/state/child-labor#Illinois>

Some states have child labor laws that are inconsistent with the federal child labor provisions of the Fair Labor Standards Act, 29 U.S.C. 212(c), and 29 CFR Part 570. If the state child labor law is less restrictive than the federal law, the federal law applies. If the state child labor law is more restrictive than the federal law, the state law applies.

Access the Selected State Child Labor Standards Website. Choose four states and complete the table below. You will be researching if any changes were made for the time periods listed by clicking on the Historical Tables tab.

State	2008	2013	2017	2023

B. Prohibited Occupations for Non-Agricultural Employees

<https://webapps.dol.gov/elaws/whd/flsa/docs/haznonag.asp>

This website discusses the child labor rules that apply to non-agricultural employment, dependent on the age of the worker and the kind of job to be performed. Use this site to complete the following table. Write YES or NO in the columns if they can perform that job.

Job/Work	14 to 15 years old	16 or 17 years old	18 years or older
Poultry cooping			
Office/Clerical work			
Boiler engine work			
Meat processing			
Unloading trucks			
Grounds maintenance			
Work involving ladders			
Public messenger jobs			
Pumping gas			

C. Prohibited Occupations for Agricultural Workers

<https://webapps.dol.gov/elaws/whd/flsa/docs/hazag.asp>

In agriculture, child labor rules depend on the age of the worker and the kind of job to be performed. Use this website to research the answers to the following questions.

1. Can a youth under the age of 16 work inside a manure pit or grain storage structure? _____
2. What HO/A rule applies to this? _____
3. What could be the reason for this? (*Hint: research dangers of manure pits*)
4. HO/A#11 does not allow a youth under 16 to transport anhydrous ammonia (dry fertilizer). What is the reasoning behind this rule? (*Hint: research anhydrous ammonia fertilizer*)

Use the following websites to research the answers to the questions. Read carefully, be specific and be ready to report out to the class your findings.

A. Selected State Child Labor Standards

<https://www.dol.gov/agencies/whd/state/child-labor#Illinois>

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Access the Selected State Child Labor Standards Website. Choose four states and complete the table below. You will be researching if any changes were made for the time periods listed by clicking on the Historical Tables tab.

State	2008	2013	2017	2023
Answers will vary – Instructor may assign states				

B. Prohibited Occupations for Non-Agricultural Employees

<https://webapps.dol.gov/elaws/whd/flsa/docs/haznonag.asp>

This website discusses the child labor rules that apply to non-agricultural employment, dependent on the age of the worker and the kind of job to be performed. Use this site to complete the following table. Write YES or NO in the columns if they can perform that job.

Job/Work	14 to 15 years old	16 or 17 years old	18 years or older
Poultry cooping	No	Yes	Yes
Office/Clerical Work	Yes	Yes	Yes
Boiler engine work	No	Yes	Yes
Meat Processing	No	Yes	Yes
Unloading trucks	No	Yes	Yes
Grounds Maintenance	Yes	Yes	Yes
Work involving ladders	No	Yes	Yes
Public Messenger jobs	No	Yes	Yes
Pumping Gas	Yes	Yes	Yes

C. Prohibited Occupations for Agricultural Workers

<https://webapps.dol.gov/elaws/whd/flsa/docs/hazag.asp>

In agriculture, child labor rules depend on the age of the worker and the kind of job to be performed. Use this website to research the answers to the following questions.

1. Can a youth under the age of 16 work inside a manure pit or grain storage structure? NO
2. What HO/A rule applies to this? HO/A#8
3. What could be the reason for this? (*Hint: research dangers of manure pits*)

Dangerous gases – such as H₂S, (hydrogen sulfide), which is heavier than oxygen, settle close to the ground and could cause suffocation due to displacement of oxygen.

Manure pits often have a thick liquid layer under a crusty soil layer, making it difficult to stand in, or even swim to safety.

4. HO/A#11 does not allow a youth under 16 to transport anhydrous ammonia (dry fertilizer). What is the reasoning behind this rule? (*Hint: research anhydrous ammonia fertilizer*)

Anhydrous fertilizer acts like a magnet to water, which can seriously harm skin (44% water), eyes (92% water) and lungs (72% water).

It is very corrosive and can burn exposed skin.

THE MORE YOU LOOK, THE MORE YOU SEE PHOTO ANALYSIS



What I See (observe)

Describe exactly what you see in the photo.

What people and objects are shown? How are they arranged? What is the physical setting?

What other details can you see?

What I Infer (deduction)

Summarize what you already know about the situation and time period shown and people and objects that appear. *I see ____ and I think ____*

Interpretation

Write what you conclude from what you see.

What is going on in the picture? Who are the people and what are they doing? What might be the function of the objects? What can we conclude about the time period?

Why do you believe the photo was taken?

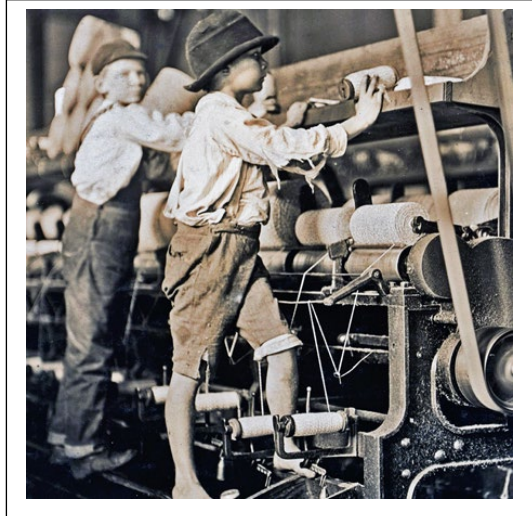
Why do you believe this photo was saved?

What I Need to Investigate

What are three questions you have about the photo?

- 1.
- 2.
- 3.

Where can you research the answers to your questions?



<https://www.bls.gov/opub/mlr/2017/article/history-of-child-labor-in-the-united-states-part-2-the-reform-movement.htm>



<https://www.bls.gov/opub/mlr/2017/images/schuman1-cover-image.png>



<https://www.thenation.com/wp-content/uploads/2023/03/Pennsylvania-coal-mining-kids-ap.jpg>



<https://kansasreflector.com/wp-content/uploads/2023/06/file-20230608-21-jdp136-1024x606.jpg>



<https://weneverforget.org/wp-content/uploads/2021/12/2EF8183C-683D-4ECD-A0F8-985DF2391827.jpeg>



<https://www.studentsofhistory.com/child-labor-in-america>

Shortage of Skilled Workers in the United States? Manufacturing Bridge

What are the three factors related to the shortage of skilled workers in manufacturing the United States? Read the article in your group and discuss the following.

Write the factor in the column headings below and list the reasons stated in the article.

Factor #1	Factor #2	Factor #3
Reasons	Reasons	Reasons

Shortage of Skilled Workers in the United States? Manufacturing Bridge

The article indicates that three stereotypes have negatively affected younger Americans from entering the manufacturing workplace. Do you agree that these stereotypes exist today? Discuss and explain your group's answer.

#1 All skilled workers are men.	
#2 Skilled workers are not educated or intelligent individuals.	
#3 Skilled workers don't make a lot of money.	

July 19, 2022

Shortage of Skilled Workers in the United States?

DEAN MARSMAN / [blog](#)

Professional labor researchers and employers point to many factors contributing to the shortage of skilled workers in the United States.

Here are three factors that have led to an apparent shortage of skilled labor in the United States in manufacturing

1. The 2008 recession

The Great Recession of 2008 had a severe effect on the availability of skilled workers across all industries. However, it was especially challenging for those companies involved in the manufacturing sector.

Manufacturing took a blow

Manufacturing was hit hard by the 2008 recession. As a result, the US labor force lost nearly 1.4 million jobs related to productive activities between 2007 and 2014. As a result, manufacturing experienced a sharp decline in 2007. It was followed by a slow recovery which continues to this day.

Since 2014, manufacturing has increased, and employment options are plentiful. There are over 500,000 skilled labor job openings in

manufacturing at present. However, employers are unable to fill these gaps due to a shortage of skilled labor in manufacturing.

The 2008 recession caused the manufacturing and commercial construction industries to decline rapidly. Companies went under and laid off hundreds of thousands of skilled workers. Even as these two industries recover, there is still the persistence of a shortage of skilled workers in the United States.

2. Retirement rates vs. employment rates have created a shortage of skilled workers in the United States

A second reason for the current manufacturing labor shortage is the growing disparity between the number of skilled tradespeople retiring and those with comparable skills entering the workforce to replace them.

The United States Census Bureau estimates that nearly a quarter of the **manufacturing workforce is age 55 and older.** As baby boomers age and retire, there are not enough young people starting careers in the trades to fill the position that the previous generation has left vacant. This shortage of skilled labor in the United States itself is due to several factors:

- Priorities in education
- Misunderstanding of positions in manufacturing
- Lack of adequate internal training
- Let's take a look at these factors in more depth.

- Priorities in education

On a first level, the public school system is failing to recognize and address the **shortage of skilled manufacturing workers**. Instead, skilled manufacturing trades have taken a back seat to emphasize college and university learning.

Skilled production labor is needed in today's workplace and offers a valuable and potentially lucrative career alternative to the traditional university route. However, the education system pushes high school students toward a four-year degree instead of providing vocational and manufacturing-related business learning opportunities.

Bringing back skilled trade classes in high schools can help train younger Americans to take over the business jobs of retiring Baby Boomers.

Misunderstanding of the Manufacturing Trades

Leveraging this point, many people misunderstand or carry negative stereotypes about work in the manufacturing sector. Here are three of the most commonly held stereotypes followed by the truth:

Stereotype #1: All skilled workers are men.

Truth #1: Anyone, regardless of sex or gender, can become a skilled manufacturing worker. Men may have historically dominated the skilled trades, but the same jobs and opportunities are available to women. Many have realized this fact. This can be verified by the fact number of women in the industry is increasing. In order to grow the labor force to address the problem of the lack of skilled workers in the United States,

the industry must make an effort to market its positions to both male and female audiences.

Stereotype #2: Skilled workers are not educated or intelligent individuals.

Truth #2: Skilled workers may not have a 4-year college degree, but they must complete rigorous coursework, apprenticeships, and training programs. Skilled workers have the word “skilled” in their name because they possess highly specific knowledge and a deep understanding of their line of work.

Stereotype #3: Skilled workers don’t make a lot of money.

Truth #3: The manufacturing sector pays its skilled workers very well. Most skilled manufacturing workers start out earning more than \$20 an hour. As they gain more skills and experience, their wages can grow exponentially. With a continuing shortage of skilled labor in the United States, wages are rising significantly to incentivize workers. In some trades manufacturing workers earn base salaries of more than \$100,000 a year.

Lack of adequate internal training

Finally, the major manufacturing industries in the United States have generally moved to reduce internal training programs and apprenticeships that would enable them to bridge the skills gap. Eliminating training and apprenticeships might save companies money in the short term, but it’s costly to inhibit long-term production and growth. Cutting training and apprenticeship is a shortsighted move.

Like those used for **CNC machining**, equipment and machines are becoming more and more advanced. However, not many current and future employees receive the proper training to maintain, fix and utilize this equipment. Employers could encourage younger, less experienced men and women to take on new roles by offering apprenticeships or job-specific training. This would help alleviate some of the effects of the shortage of skilled workers in the United States.

As an employer of skilled labor, a company cannot control rates of worker retirement or employment or other factors. However, what they can control and do is prioritize their employees' education, training, and rates of pay.

3. Failure to adopt new hiring practices

An **inability to make changes** is the biggest obstacle preventing companies that require highly-trained workers from overcoming the shortage of skilled workers in the United States in the manufacturing sector. More specifically, many companies suffer due to the failure to adopt new hiring practices.

This article uses phrases like “apparent shortage of skilled workers” and “apparent shortage of skilled labor in manufacturing.” This is because it may be a fact that the labor shortage in the sector may not be as severe as employers think. Skilled workers may, in many instances, be available. However, these workers are not identified because employers are not adapting their hiring practices to meet their employment needs.

Companies might think of using a staffing agency to help them recruit and hire skilled workers.

Approaching skilled labor challenges in this manner may be alien to many companies, but it may also be the solution they should look to meet their staffing needs quickly and efficiently.

Professional labor recruitment agencies can help manufacturers to take control and grow their businesses by creating more security in the staffing process. They can present the required pool of qualified candidates with specific skill sets that a trained human resources specialist has vetted. Labor recruiters make sure the candidates they recommend for interviews fit their clients' needs and can provide the most value.

Taking the measures outlined in this text can help employers to overcome the challenge of a lack of skilled workers in the United States.

By getting the quality talent that manufacturers need when they need it, companies can:

- reduce risk
- Take on new projects
- meet deadlines
- Retain top talent
- reduce attrition due to work burnout

Overall, using a professional recruitment firm to overcome the shortage of skilled workers in the United States benefits manufacturing companies' bottom lines by providing qualified workers when they are needed. Additionally, these skilled workers can ensure that companies can successfully address their long-term needs.

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Dean Marsman

Dean Marsman joined the Prince Manufacturing team in 1999 after working with Prince Automotive (Johnson Controls, Inc.) for more than sixteen years. From 1997 to 1999, he served as Johnson Controls' Director of Advanced Sales. Prior to this position, Dean served in a variety of roles, including Personnel, Manufacturing, Program Management, Launch, and Sales. Dean received a BA in Economics and Business Administration from Hope College and a Masters in Business Administration from Grand Valley State University.

→ [Dean Marsman](#)

VIDEO NOTE-TAKING WORKSHEET

Student Name:	Name of Video:
Background Knowledge: Before the video, write anything you already know about this topic. <hr/> <hr/> <hr/> <hr/> <hr/>	
Main Points in this Video: Record key points and details you learned from this video. 1. <hr/> <hr/> 2. <hr/> <hr/> 3. <hr/> <hr/> 4. <hr/> <hr/>	
Vocabulary: Write down any new vocabulary terms you heard in this video. <hr/> <hr/>	
Questions You Have: Write any questions you still have about this topic. <hr/> <hr/> <hr/>	

Adapted from "How the Common Core Works" Series, Jim Wright, www.interventioncentral.org

Jigsaw – Government Role in Workplace Safety – Analysis of 3 Companies

Group Recorder	Group Spokesperson	Article

Paragraph	Main Idea	Vocabulary to Define
1		
2		
3		
4		
5		
6		



Occupational Safety and Health Administration



Alaska On-Site Consultation and Training Services Assists Kodiak History Museum



Alaska's oldest building, the Russian American Magazine, houses the Kodiak History Museum

Alaska's Museum & Cultural Heritage Sites Consultation Pilot Project promotes Alaska Occupational Safety and Health's On-Site Consultation and Training Services (AKOSH C&T) to small businesses that manage museums and cultural heritage sites. This effort is part of OSHA's work with the American Industrial Hygiene Association (AIHA) Museum and Cultural Heritage Industry Working Group. There are 12 states currently participating in the working group's pilot to promote Consultation to museums and cultural heritage sites. The working group has also developed presentations, marketing materials, and guidance documents on topics such as emergency preparedness and response and guidance for museums and laboratories on reopening after COVID.

Alaska's Museum & Cultural Heritage Sites Consultation Pilot Project is:

Social Studies Outcome 4

- actively promoting AKOSH C&T services to managers and employees at museums and cultural heritage sites,
- developing industry-related expertise within C&T,
- developing safety and health-related expertise within the small business museum and cultural heritage sites industry, and
- contributing to the development of safety and health data for this often-overlooked industry.

One example of the success of this pilot project to promote Consultation services to Alaska's museums is the Kodiak History Museum. The museum is a tenant in a city-owned historic building, initially constructed in 1808 as a pelt warehouse. The museum building is a two-story, 3,800-square-foot log structure built in 1808 by the Russian colonists in Alaska. Declared a National Historic Landmark in 1962, it is the oldest continuously occupied building in Alaska and the earliest documented log structure on the west coast.

The museum operates as a partnership between the Kodiak Historical Society and the City of Kodiak. The museum has a five-member staff who host visitors from the public; operate a small gift shop; curate, handle, and store historical items; and develop and staff educational offerings and events for the public during tourist season. After participating in the Alaska State Museum's Preparing Alaska's Cultural Organizations for Emergencies (PACO) program, and working with the Alutiiq Museum to revise that museum's emergency action plan, the Kodiak History Museum requested Consultation services from AKOSH C&T.

The Kodiak History Museum was undergoing an extensive review of its emergency procedures and staff-wide training. Increasing staff safety and awareness of potential hazards and solutions was a priority. The On-Site Consultation Program provided professional guidance to improve emergency procedures and staff and Board awareness of safety in the workplace. Consultation staff identified workplace hazards regarding portable fire extinguishers, fall protection, fire detection equipment, ladders, lighting in infrequently used storage areas, use of corrosive chemicals without immediate access to an eyewash, no workplace hazard assessments, hazard communication program, bloodborne pathogen program, first aid kits and an automated external defibrillator, Alaska Physical Agent Data Sheets (PADS), and a potential for employee exposure to workplace violence from the public.

The employer corrected all identified hazards. As a result of the museum's work with AKOSH C&T, the museum is a safer place for both staff and visitors.

OSHA On-Site Consultation Program offers no-cost and confidential occupational safety and health services to small and medium-sized businesses in all 50 states, the District of Columbia, and several U.S. territories, with priority given to high-hazard worksites. Consultants from state agencies or universities work with employers to identify workplace hazards and how to fix them, provide advice for compliance with OSHA standards, train and educate workers, and assist in establishing and improving safety and health programs. On-Site Consultation services are separate from OSHA enforcement efforts. To locate the OSHA On-Site Consultation program nearest you, call 1-800-321-OSHA (6742) or visit www.osha.gov/consultation.

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Occupational Safety and Health Administration



Michigan On-Site Consultation Helps Reduce Silica Exposures



MIOSHA
**Michigan Occupational Safety
and Health Administration**

In 2021, Michigan (MIOSHA) On-Site Consultation made a marketing visit to a small west Michigan business that fabricates stone (e.g., granite and marble) counters with saws, CNC machines, and polishing tools. The products are made for both residential and commercial customers. The reason for the visit was based on the likelihood of silica exposures and the OSHA/MIOSHA silica emphasis program. Following explanation of the On-Site Consultation Program, the employer agreed to an initial hazard survey consultation.

During the initial visit on February 11, 2021, five employees were monitored, and it was determined that all were exposed to silica above the action level (AL) of $25 \mu\text{g}/\text{m}^3$ as an 8-hour time-weighted average (TWA) with two polishing employees exposed above the permissible exposure limit (PEL) of $50 \mu\text{g}/\text{m}^3$ as an 8-hour TWA. Employees were not wearing respiratory protection, had no posted regulated area, no silica training, no silica medical surveillance, and no silica exposure control plan.

The consultant also found a lack of a full hazard communication program, lack of an eyewash with Category 1A chemical handling, and lack of a developed and implemented written COVID-19 preparedness and response plan.

The employer quickly started using the existing general exhaust ventilation. It improved floor cleaning by using water and an existing floor cleaning machine. The second Consultation visit determined that employees were no longer over the PEL but were still exposed to silica above the AL. With the addition of four high efficiency particulate air (HEPA) filters placed in the middle of the shop, exposures fell below the AL. The employer improved the ventilation, implemented full silica and hazard communication programs, and improved employee involvement to help reduce the silica exposures below the AL.

The company was able to eliminate its silica exposure issue with the help of the MIOSHA On-site Consultation Program. Since the first On-site Consultation visit, employee 8-hour TWA exposures to respirable crystalline silica had gone from a high of $110 \mu\text{g}/\text{m}^3$ (220% of PEL) to $11 \mu\text{g}/\text{m}^3$ (22% of the PEL).

The OSHA On-Site Consultation Program offers no-cost and confidential occupational safety and health services to small and medium-sized businesses in all 50 states, the District of Columbia, and several U.S. territories, with priority given to high hazard worksites. Consultants from state agencies or universities work with employers to identify workplace hazards and how to fix them, provide advice for compliance with OSHA standards, train and educate workers, and assist in establishing and improving safety and health programs. On-Site Consultation services are separate from OSHA enforcement efforts. To locate the OSHA On-Site Consultation program nearest you, call 800-321-OSHA (6742) or visit <https://www.osha.gov/consultation>.

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Occupational Safety and Health Administration



Wise Plastics Now Has TWO Reasons to Celebrate: St. Charles and West Chicago, Illinois Facilities Designated as SHARP Sites

Company: Wise Plastics Technologies, Inc.

Location: Saint Charles, Illinois

Location: West Chicago, Illinois

NAICS Code: 326199-All Other Plastics Product Manufacturing

Number of employees: St. Charles- 158 West Chicago- 188



Employees standing with their SHARP flag.

Wise Plastics Technologies is a full-service plastic parts manufacturer that uses injection molding processes at facilities in St. Charles and West Chicago, Illinois. Products produced range from medical devices to automotive parts, as well as many other products for many industries. The company was looking to improve the management of its safety program. Through various environmental health and safety magazines, the company learned about the Illinois On-site Consultation Program. The St. Charles location received its initial consultation visit in April of 2021 and West Chicago received its initial visit in June of 2022. During these visits, consultants identified electrical hazards, unlabeled secondary containers, unguarded saw blades, and exit route issues. All hazards were corrected and, as a result of the findings, the company provided more comprehensive training on hazard communication and labeling. Electrical safety was highlighted during the training to increase attention on potential hazards during safety audits.

The company's Total Recordable Case (TRC) and Days Away, Restricted, or Transferred (DART) rates decreased in the first year after the consultation visits and the rates have stayed down since being awarded designation as a Safety and Health Achievement Recognition Program (SHARP) site in June of 2021 at their St. Charles, IL location and June of 2022 at the West Chicago, IL location. Workers' compensation costs have also decreased significantly. The SHARP program acknowledges small and medium-sized businesses that have used OSHA On-Site Consultation Program services and operate exemplary workplace safety and health programs. Small businesses that achieve SHARP status receive a deferral from OSHA or the State Plan programmed inspections for the period that the SHARP designation is valid. Acceptance of a worksite into SHARP is an achievement that identifies the employer as a model for occupational safety and health among its business peers.

“In the time we have been working with the Illinois On-site Consultation Program, we have seen our safety culture increase exponentially. Our employees feel empowered to act after we invited the consultants into our facility and agreed to let them talk directly to consultation staff without management in the room,” said Andy Purvin, Environmental Health and Safety Coordinator. Employees knew management was committed to worker safety and health when the company posted the consultants’ report of findings, and corrected the hazards. This showed that management was willing to fix problems identified during the consultation visits.

Wise Plastics Technologies’ SHARP celebration was a huge hit with management and employees. Working with Illinois Consultation reinforced that safety is the most important value in the company.

Companies interested in SHARP can contact their local OSHA On-Site Consultation program to discuss details and schedule an on-site safety and health evaluation. To locate the On-Site Consultation program nearest you, call 1-800-321-OSHA (6742) or visit www.osha.gov/consultation.

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White House	Frequently Asked Questions	Freedom of Information Act
Benefits.gov	A - Z Index	Disclaimers
Coronavirus Resources	Freedom of Information Act - OSHA	Plug-ins Used on DOL.gov
Disaster Recovery Assistance	Read The OSHA Newsletter	Accessibility Statement
DisasterAssistance.gov	Subscribe to the OSHA Newsletter	
USA.gov	OSHA Publications	
Notification of EEO Violations	Office of Inspector General	
No Fear Act Data		
U.S. Office of Special Counsel		

ILabor Unions

Part 1

Define Labor Union:

Part 2

Skim the following articles and complete the questions for the class discussion on Labor Unions.

- A. AFCLIO Collective Bargaining
- B. PBS News Hour As labor movements spread nationwide, White House highlights how administration is helping unions.
- C. PBS News Hour Labor movements are seeing historic victories this year. Can unions keep up the momentum?

1.	Describe what collective bargaining is. Who is involved?
2.	What are the positives that come from collective bargaining?
3.	Explain what the National Labor Relations Act of 1935 give workers?
4.	How are labor unions involved in politics at the federal level?
5.	What is the reasoning cited by Vice President Kamala Harris as to why unions are critically important?
6.	What are some of the reasons that employers are against labor unions?
7.	Why is there a trend of Americans quitting their current jobs? What is happening in the labor market?
8.	What does “right to work” mean to unions?
9.	What is meant by a “red” state? A “blue” state? Which have higher unionization rates?
10.	What are some of the ideas you have about unions? Are they worth joining? Would it stop you from taking a job if you had to pay union dues?

Labor Unions

Part 1

Define Labor Union:

An organized group of workers who unite to make decisions about conditions affecting their work.

An organized association of workers, often in a trade or profession, formed to protect and further their rights and interests.

Part 2

Skim the following articles and complete the questions for the class discussion on Labor Unions.

- A. AFCLC "Collective Bargaining"
- B. PBS News Hour "A labor movements spread nationwide, White House highlights how administration is helping unions."
- C. PBS News Hour "Labor movements are seeing historic victories this year. Can unions keep up the momentum?"

1.	Describe what collective bargaining is. Who is involved?
2.	What are the benefits of collective bargaining?
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Answers:

1. **Collective bargaining is a process where people, through their unions, negotiate working conditions, salary, and benefits.**

2. Higher wages, better benefits, and safer workplaces.
3. Clarified the bargaining rights of most private-sector workers and established collective bargaining as the “policy of the United States.”
4. They campaign for federal elections and endorse candidates.
5. They can increase the pressure on non-union companies to raise pay and stay competitive in the labor market.
6. Union workers will strike if demands are not met, reduce profits for companies because of higher wages and better benefits, reduce productivity due to strikes.
7. The job market is very open, so people quit looking for a better paying job.
8. Right to work means unions must represent all workers in the company, even if they do not pay union dues or join the union.
9. A red state is considered a republican state, and a blue state is a democratic state, dependent on their elected officials. Blue states have higher unionization.
10. Answers will vary.



Labor movements are seeing historic victories this year. Can unions keep up the momentum?

Economy Oct 11, 2023 6:42 PM EDT

NEW YORK (AP) — From auto production lines to Hollywood, the power of labor unions is back in the national spotlight.

But despite historic strikes and record contract negotiations this year, there's a lot stacked against labor organizers today. Union membership rates have been falling for decades due to changes in the U.S. economy, employer opposition, growing political partisanship and legal challenges.

READ MORE: 3 experts on the UAW strike and why we're seeing an American labor 'upsurge'

“Even though we're seeing stronger support for unions, (with) the highest popularity of union favorability in polls since at least 1960s, translating the worker desire for representation into actual representation is really hard under our current system,” Alexander Colvin, dean of Cornell University's School of Industrial and Labor Relations, told The Associated Press.

What's driving union activity now?

At least 457,000 workers have participated in 315 strikes in the U.S. just this year, according to Johnnie Kallas, a Ph.D. candidate and the project director of Cornell University's Labor Action Tracker.

The strikes have led to more than 7.4 million days of missed work in 2023, S&P Global Market Intelligence said, the highest level in almost a quarter century.

Labor activism is reaching a boiling point amid soaring costs of living and rising inequality, particularly the growing pay gap between workers and top executives. Those inequities only became more glaring during the COVID-19 pandemic as U.S. corporations raked in record profits.

WATCH: Tamara Keith and Amy Walter on the political power of organized labor

Social Studies Outcome 5

“It’s kind of a perfect storm, (so) you see a lot of union movement these days,” said Eunice Han, an assistant professor at the University of Utah specializing in labor economics.

The tightest U.S. labor market in decades is adding to leverage workers feel they have to challenge their employers.

The unemployment rate in the U.S. is close to 50-year lows and there are now about 1.5 open jobs for every unemployed person, according to recent government data.

In August, American employers posted a shocking 9.6 million job openings, far exceeding the expectations of economists in and out of the U.S. Federal Reserve, which has been attempting to cool the labor market with a string of interest rate hikes.

Open jobs means American workers are quitting in higher numbers because they are confident of landing a better paying job.

The unemployment rate in September and August was 3.8 percent, further signaling leverage for workers.

Union rates have been falling for decades. Why?

While pickets lines seem to be everywhere, union membership rates have been declining for decades. Only 6 percent of private U.S. sector workers belong to unions today, a sliver of the 35 percent that were union members in 1953.

Todd Vachon, an assistant professor in the Rutgers School of Management and Labor Relations, points to the post-World War II Taft-Hartley Act, which restricted the power of labor unions — as well as factors like relocating manufacturing jobs overseas and an uptick in anti-union stances from both employers and lawmakers that grew in the 70s and 80s.

Vachon notes one pivotal moment in particular, when President Ronald Reagan fired all striking air traffic controllers in 1981.

WATCH: UAW president discusses Biden joining picket line and union’s demands from automakers

“That sent a really clear signal to the business community that it’s a-okay to be completely anti-union and to be so in a very belligerent way, because even the president of the United States is doing it,” he said.

Separately, with the rise of the gig economy, some large companies have recategorized employees as “contractors,” making it harder for them to unionize. And growth in sectors that haven’t had a strong history of union membership, such as technology, has also contributed to the decline in unionization.

Last year, the number of both public and private sector workers belonging to unions actually grew by 273,000, according to data from the Bureau of Labor Statistics. But the U.S. workforce grew at an even faster rate, meaning the percentage of those belonging to unions fell slightly.

What labor laws impact unions today?

The National Labor Relations Act of 1935 granted private sector employees the right to unionize, but legal backing for public workers came decades later and even that varies by state.

A 1961 executive order from President John F. Kennedy allowed federal employees to organize. That came around the same era that states also began to pass labor laws for their own public workers.

Generally, states in the Northeast, upper Midwest and West Coast adopted more expansive collective bargaining laws — reaching all different categories of public employees, Vachon explains.

Some states in the South and lower Midwest “will allow police and firefighters to collectively bargain, but not state employees. Or they’ll let state employees bargain, but they can only bargain over wages,” Vachon said. “That shows you how important the labor law is. It really sets the framework for which workers can either organize a union successfully or not.”

A handful of states also have “**right to work**” laws which, in unionized workplaces, require unions to represent everyone regardless of whether individuals choose to pay dues or formally join. Such legislation has been criticized for undermining the financial resources and bargaining power of unions.

Attitudes towards unionization have become increasingly partisan, too, and also divided geographically. Politically “blue” states tend to have higher unionization rates than “red” states. Several states have also dialed back on union protections in recent years, Han said.

More challenges organizations today

Unionization efforts have expanded but many are taking place where there is little history of organized labor, creating a higher bar for workers.

Colvin points to Starbucks workers who have seen union drives clipped in the last year. Starbucks has been accused of chilling organization by closing unionized stores and firing pro-union workers. There are limits for organizers under current labor law.

“We have a labor law that was designed in the era in the 30s and 40s, when auto plants of 10,000 workers (were organizing),” he said. Starbucks is “split into these small coffee shops of 15 workers... They need to join together to have any kind of bargaining power against a big employer. But our labor law isn’t structured to help them do that,” Colvin said.

READ MORE: Why scrutiny of Starbucks’ alleged union violations is boiling over now

Service jobs can be hard to organize due to part-time work and high turnover rates. The same can be said for Amazon warehouses, where there have been pushes for unions.

Still, more workers in numerous industries have begun organizing in recent years. And, particularly with high-profile strikes and contract negotiations seen this summer, there is a reinvigorated spotlight on labor.

According to **Gallup** public approval of stronger unions stood at 67 percent, down slightly from the 71 percent approval seen last year, but mirroring levels last seen in the 1960s.

But the desire to organize can only go so far without policy change, experts say.

“We’re absolutely at a turning point in people’s consciousness,” Vachon adds. “Whether that translates into actual a change of direction for union density, I think, is going to depend a lot on how that consciousness plays out in the political arena.”

By – **Wyatte Grantham-Philips, Associated Press**



Collective Bargaining

Collective bargaining is the process in which working people, through their unions, negotiate contracts with their employers to determine their terms of employment, including pay, benefits, hours, leave, job health and safety policies, ways to balance work and family, and more.

Collective bargaining is a way to solve workplace problems. It is also the best means for raising wages in America. Indeed, through collective bargaining, working people in unions have higher wages, better benefits and safer workplaces.

In the United States, some three-quarters of private-sector workers and two-thirds of public employees have the right to collective bargaining. This right came to U.S. workers through a series of laws. The Railway Labor Act granted collective bargaining to railroad workers in 1926 and now covers many transportation workers, such as those in airlines. In 1935, the National Labor Relations Act clarified the bargaining rights of most other private-sector workers and established collective bargaining as the “policy of the United States.” The right to collective bargaining also is recognized by international human rights conventions.

“enabling” right—a fundamental right that ensures the ability to protect other rights.

Every year, millions of America’s workers negotiate or renegotiate their bargained contracts. However, some employers seek to undercut existing bargaining relationships and roll back many hard-won contract terms and conditions. Unions continue to fight for the intrinsic rights of working people and restore the balance of economic power in our country through collective bargaining agreements.





As labor movements spread nationwide, White House highlights how administration is helping unions

Politics Aug 28, 2023 4:40 PM EDT

WASHINGTON (AP) — As worker actions continue from Hollywood to Detroit, and new labor unions crop up at firms like **Starbucks** and **Amazon**, the White House on Monday was highlighting its effort to bolster worker organizing throughout the U.S.

President Joe Biden is counting on critical labor support as he campaigns for a second term in office, holding his first re-election campaign rally at a Pennsylvania union hall in June, declaring: “I’m proud to be the most pro-union president in American history.” The White House and Treasury on Monday issued a joint analysis on what the administration sees as the importance of unions, and also the White House efforts to safeguard and bolster them.

There is “evidence that unions strengthen the middle class and grow the economy” by raising wages of members and improving health care, retirement and predictable scheduling plan benefits, according to the analysis.

“There have been recent signs of a reinvigorated labor movement, as union election petitions in 2022 bounced back from the pandemic to their highest level since 2015,” the analysis says “and public opinion of labor unions is at its highest level in over 50 years.”

Vice President Kamala Harris, who leads the White House Labor Task Force, created to work with federal agencies to use their existing authority to support labor organizing and bargaining, told reporters unions were critically important.

“When union workers bargain for higher pay, it increases pressure on non-union companies to raise pay as well to stay competitive in the labor market,” she said.

WATCH: How the ongoing writers' strike impacts reality and unscripted TV

The administration's show of support comes as unprecedented worker organizing — from strike authorizations to work stoppages — hit multiple industries this year, including, transportation, entertainment, hospitality and healthcare.

Workers calling for higher wages, better working conditions and job security, especially since the end of the pandemic, have been increasingly willing to walk out on the job as employers face a greater need for workers.

The Cornell School of Industrial and Labor Relations Labor Action Tracker logged **424 work stoppages** — which includes 417 strikes and seven lockouts — involving approximately 224,000 workers in 2022.

Despite the coverage of strikes and an administration that claims it is friendlier to unions, membership numbers are still waning nationally. A **January BLS report** states that 11.3 percent of U.S. workers were represented by a union in 2022, down by 0.3 percent from a year ago. Globalization, automation and the deterioration of legal support to workers over decades has brought down union participation numbers, administration officials said.

Hollywood writers have been striking since early May and have not yet made a deal with the studios. Starbucks workers have unionized at more than 350 stores across the country and a **collection of Amazon workers** have joined the International Brotherhood of the Teamsters, in hopes of gaining union recognition.

Most recently, auto workers represented by the United Auto Workers union— which still has not endorsed Biden's 2024 presidential run — voted overwhelmingly to give leaders the authority to call strikes against Detroit car companies Stellantis, General Motors and Ford if a contract agreement isn't reached.

The contract is set to expire in September.

Since Biden took office, the administration has implemented a slew of executive orders, made it easier for union representatives to organize on federal property, and strengthened retaliation protections for private sector workers.

The nation's top labor organizations, including the AFL-CIO, American Federation of Teachers and the American Federation of State, County and Municipal Employees, have endorsed Biden's 2024 campaign.

Treasury Secretary Janet Yellen said the administration's findings on unions "challenge arguments that unions hold back growth."

"Unions could contribute to reversing the stark increase in inequality we've seen in recent decades, promoting economy-wide growth," she said.

Ethics in the Workplace

Part 1: What is Ethics?

Define ethics:

Part 2 – What are Morals and Values?

Define morals:

Define values:

Part 3 – Lying? Good thing or bad thing? Is lying on a resume or during an interview a good thing? Why or why not? Explain.

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“You call it ‘lying’. I call it ‘perfecting the truth!’”

Part 4 – Should you follow the rules at work? What happens if your idea of following the rules is different than what is stated in your company manual – do you still need to follow them? Explain.

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"I am dressed for success! Of course, my idea of success may not be exactly the same as yours."

Ethics in the Workplace INSTRUCTOR KEY

Part 1: What is Ethics?

Define ethics:

The moral principles that govern a person's behavior or the conducting of an activity

Part 2 – What are Morals and Values?

Define morals:

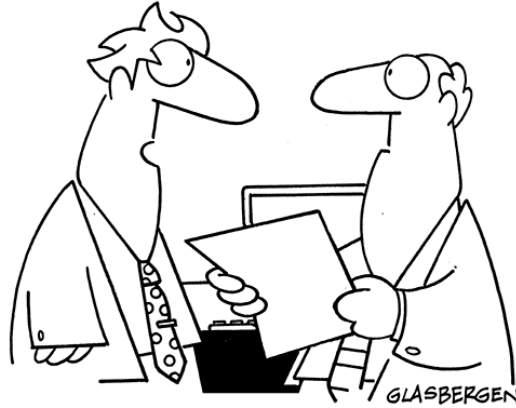
a person's standards of behavior or beliefs concerning what is and what is not acceptable for them to do

Define values:

A person's principles or standards of behavior, one's judgment of what is important in life

Part 3 – Lying? Good thing or bad thing? Is lying on a resume or during an interview a good thing? Why or why not? Explain.

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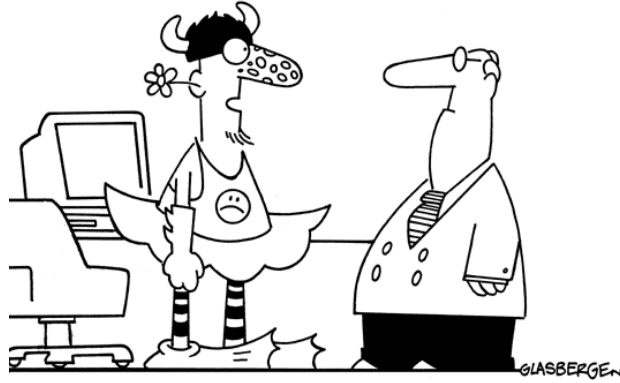


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Answers will vary

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