

## AMERICAN LABOR MERIT BADGE WORKBOOK

This Scoutmaster Bucky Merit Badge Workbook is based off the current *Scouts BSA Requirements*.

Consider also using the American Labor merit badge class preparation page for clarification and expectations when participating in a Scoutmaster Bucky merit badge opportunity ([online](#) or [in-person](#)).

<https://scoutmasterbucky.com/merit-badges/american-labor/>

Scout's  
Name:

**REQUIREMENT 1:** Using resources available to you, learn about working people and work-related concerns. List and briefly describe or give examples of at least EIGHT concerns of American workers. These may include, but are not limited to, working conditions, workplace safety, hours, wages, seniority, job security, equal-opportunity employment and discrimination, guest workers, automation and technologies that replace workers, unemployment, layoffs, outsourcing, and employee benefits such as health care, child care, profit sharing, continuing education, and retirement benefits.


**REQUIREMENT 2:** With your counselor’s and parent’s approval and permission, visit the office or attend a meeting of a local union, a central labor council, or an employee organization, or contact one of these organizations via the internet. Then do EACH of the following:

<div>Counselor Name</div>	<div>Phone</div>	
<div>Counselor Signature</div>	<div>Date</div>	<div><input type="checkbox"/> Approved</div>
<div>Parent Name</div>	<div>Phone</div>	
<div>Parent Signature</div>	<div>Date</div>	<div><input type="checkbox"/> Approved</div>

**REQUIREMENT 2 A:** Find out what the organization does.

**REQUIREMENT 2 B:** Share the list of issues and concerns you made for requirement 1. Ask the people you communicate with which issues are of greatest interest or concern to them and why.

**REQUIREMENT 2 C:** Draw a diagram showing how the organization is structured, from the local to the national level, if applicable.

**REQUIREMENT 3:** Explain to your counselor what labor unions are, what they do, and what services they provide to members. In your discussion, show that you understand the concepts of labor, management, collective bargaining, negotiation, union shops, open shops, grievance procedures, mediation, arbitration, work stoppages, strikes, and lockouts.

What labor unions are

What labor unions do

What services labor unions provide to members

Show that you understand the concepts

Labor

Management

Collective bargaining

Negotiation

Union shops

Open shops

Grievance procedure

Mediation

Arbitration

Work stoppages

Strikes

Lockouts

**REQUIREMENT 4:** Explain what is meant by the adversarial model of labor-management relations, compared with a cooperative-bargaining style.

**REQUIREMENT 5:** Do ONE of the following:



**REQUIREMENT 5 A:** Develop a time line of significant events in the history of the American labor movement from the 1770s to the present.

**REQUIREMENT 5 B:** Prepare an exhibit, a scrapbook, or a computer presentation, such as a slide show, illustrating three major achievements of the American labor movement and how those achievements affect American workers.

☐ Completed

**REQUIREMENT 5 C:** With your counselor’s and parent’s approval and permission, watch a movie that addresses organized labor in the United States. Afterward, discuss the movie with your counselor and explain what you learned.

Movie title

Counselor Name

Phone

Counselor Signature

Date

☐ Approved

Parent Name

Phone

Parent Signature

Date

☐ Approved

What you have learned

**REQUIREMENT 5 D:** Read a biography (with your counselor’s approval) of someone who has made a contribution to the American labor movement. Explain what contribution this person has made to the American labor movement.

Biography title

Counselor Name	Phone
Counselor Signature	Date
	<div>Approved</div>

What contribution this person has made to the American labor movement

**REQUIREMENT 6:** Explain the term *globalization*. Discuss with your counselor some effects of globalization on the workforce in the United States. Explain how this global workforce fits into the economic system of this country.

Explain the term *globalization*.

Some effects of globalization on the workforce in the United States

How this global workforce fits into the economic system of this country

**REQUIREMENT 7:** Choose a labor issue of widespread interest to American workers—an issue in the news currently or known to you from your work on this merit badge. Before your counselor, or in writing, argue both sides of the issue, first taking management’s side, then presenting labor’s or the employee’s point of view. In your presentation, summarize the basic rights and responsibilities of employers and employees, including union members and nonunion members.

Selected labor issue

Managements' points on this issue

Laborers' points on this issue

Summary of basic rights and responsibilities of employer

Summary of basic rights and responsibilities of employee

**REQUIREMENT 8:** Discuss with your counselor the different goals that may motivate the owners of a business, its stockholders, its customers, its employees, the employees' representatives, the community, and public officials. Explain why agreements and compromises are made and how they affect each group in achieving its goals.

Different goals that may motivate

Owners of a business

Stockholders

Customers

Employees

Employees' representatives

The community

Public officials

Agreements and compromises

Why agreements and compromises are made

How agreements and compromises affect owners of a business

How agreements and compromises affect stockholders

How agreements and compromises affect customers

How agreements and compromises affect employees

How agreements and compromises affect employees' representatives

How agreements and compromises affect the community

How agreements and compromises affect public officials

**REQUIREMENT 9:** Learn about opportunities in the field of labor relations. Choose one career in which you are interested and discuss with your counselor the major responsibilities of that position and the qualifications, education, and training such a position requires.

Opportunities in the field of labor relations

Selected career opportunity



Major responsibilities

Qualifications

Education

Training