

SCOUTMASTER BUCKY

American Labor Merit Badge

2024 Edition



Expectations

Active interaction/participation is expected and mandatory.
Share in your own words – avoid reading your answers.
Pay attention to the action verbs.
Bring proof of completion (even partially completed work)



Things to Remember to Bring

1. Your BSA ID# and / or your Merit Badge Blue Card properly filled out and signed off by your Scout Leader
2. American Labor Merit Badge Pamphlet
3. Scout Uniform
4. Supporting documentation or project work pertinent to this merit badge which may also include a Merit Badge Workbook for reference with notes.
5. A positive Scouting focus and attitude





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Requirements Insights

Req	Expectation(s)
1	You will be able to successfully complete this requirement during the class if you have prepared ahead of time. <ul style="list-style-type: none">The instructor / counselor will help facilitate completion for Scouts who come well prepared.
2	You will be able to successfully complete this requirement during the class if you have prepared ahead of time. <ul style="list-style-type: none">If possible, it is strongly preferred that Scouts visit an office or meeting in person to complete this requirement.If you are unable to visit, you can use online resources (i.e., video) to help prepare for this requirement, however you will need to share which agencies and/or meeting you attempt to attend and why you were unable to.
3	You will be able to successfully complete this requirement during the class if you have prepared ahead of time. <ul style="list-style-type: none">This requirement will be completed during the class, however only Scouts who have prepared ahead of time will be considered for sign off on this requirement.
4	<ul style="list-style-type: none">This requirement will be completed during the class.
5	You will be able to successfully complete this requirement during the class if you have prepared ahead of time. <ul style="list-style-type: none">Choose and prepare one of the options for Requirement 5It is recommended to consider doing either 5A or 5C which are most often discussed during the class by Scouts.
6	<ul style="list-style-type: none">This requirement will be completed during the class.
7	You will be able to successfully complete this requirement during the class if you have prepared ahead of time. <ul style="list-style-type: none">Time will be allotted for those Scouts who have prepared for this requirement to share their work for sign off consideration.
8	<ul style="list-style-type: none">This requirement will be completed during the class.
9	You will be able to successfully complete this requirement during the class if you have prepared ahead of time. <ul style="list-style-type: none">Identify 3, pick 1, and do a little research.

Merit Badge Workbooks are a tool to aid Scouts with their work preparation. BSA discourages — but does not ban — the use of any merit badge worksheets or workbooks. Merit badge counselors must NEVER require the use of merit badge worksheets or workbooks and may if they choose, refuse to accept them. Scouts shall not be required to use ANY of these to complete a merit badge.





AMERICAN LABOR MERIT BADGE WORKBOOK

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.

American Worker Concern #1:

Description / Example of Concern #1:

American Worker Concern #2:

Description / Example of Concern #2:

American Worker Concern #3:

Description / Example of Concern #3:



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American Worker Concern #4:

Description / Example of Concern #4:

American Worker Concern #5:

Description / Example of Concern #5:

American Worker Concern #6:

Description / Example of Concern #6:

American Worker Concern #7:

Description / Example of Concern #7:

American Worker Concern #8:

Description / Example of Concern #8:



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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.

COUNSELOR APPROVAL: PERHAPS IMPLIED, THIS REQUIREMENT DOES NOT STATE THAT YOU NEED THE COUNSELOR'S APPROVAL AHEAD OF TIME TO RESEARCH AND PREPARE. PLEASE NOTE, AS WITH ANY REQUIREMENT, ACCEPTANCE IS AT THE DISCRETION AND SATISFACTION OF THE MERIT BADGE COUNSELOR.

Office or Meeting that you will attend (include specifics of what organization and level it is for):

Counselor's Name

Phone

Counselor's Signature

Date

☐

permission

Parent's Name

Phone

Parent's Signature

Date

☐

permission

REQUIREMENT 2a: Find out what the organization does.

Notes:



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REQUIREMENT 2b: 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.

Notes:

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

Notes:



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REQUIREMENT 3: Explain to your counselor what labor unions are, what they do, and what services they provide to members.

What are Labor Unions?

What do Labor Unions do?

What services do Labor Unions provide their members?



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REQUIREMENT 3:

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.

Labor:

Management:

Collective Bargaining:

Negotiation:



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Union Shops:

Open Shops:

Grievance Procedures:

Mediation:



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Arbitration:

Work Stoppages:

Strikes:

Lockouts:



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REQUIREMENT 4:

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

Notes:



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DO ONE OF THE FOLLOWING (5A, 5B, 5C, or 5D) FOR REQUIREMENT 5

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

Notes:



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REQUIREMENT 5b: 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.

If choosing this requirement option, you will need to share your work with your counselor.

This requirement must be reviewed with your merit badge counselor.

Be sure to bring any work you have done in preparation to share with your merit badge counselor

REQUIREMENT 5c: 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.

Here are some movies to consider for completing Requirement 5c

9 TO 5	GUNG HO	NORMA RAE	THE KILLING FLOOR
10,000 BLACK MEN NAMED GEORGE	HARLAN COUNTY U.S.A	NORTH COUNTRY	THE LAST PULLMAN CAR
AMERICAN DREAM	HOFFA	ON THE WATERFRONT	THE MOLLY MAGUIRES
AT THE RIVER I STAND	I'M ALL RIGHT JACK	SALT OF THE EARTH	THE PAJAMA GAME
BETRAYAL	LABOR STORIES (2006)	SILKWOOD	THE WOBBLIES
BLUE COLLAR	MATEWAN	SORRY TO BOTHER YOU	TRIANGLE FIRE.
BREAD AND ROSES	MODERN TIMES	TAYLOR CHAIN	
CESAR CHAVEZ	NEWSIES	THE DEVIL AND MISS JONES	

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Selected Movie Title:

Counselor's Name

Phone

Counselor's Signature

Date

☐ *approved*

Parent's Name

Phone

Parent's Signature

Date

☐ *approved*



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REQUIREMENT 5d: 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.

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Biography Title:

Counselor's Name

Phone

Counselor's Signature

Date

☐

approved

What contributions this person made to the American Labor Movement:



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REQUIREMENT 6: Explain the term *globalization*.

Notes:

REQUIREMENT 6: Discuss with your counselor some effects of globalization on the workforce in the United States.

Notes:

REQUIREMENT 6: Explain how this global workforce fits into the economic system of this country.

Notes:



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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:

Labors' points on this issue:



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Summary of Basic Rights and Responsibilities of Employer:

Summary of Basic Rights and Responsibilities of Employee:

Union:

Nonunion:



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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.

Owners of a Business:

Stockholders:

Customers:



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Employees:

Employees' Representatives:

The Community:

Public Officials:



REQUIREMENT 8: Explain why agreements and compromises are made and how they affect each group in achieving its goals.

Why are agreements and compromises made?

How agreements and compromises affect Owners of a Business:

How agreements and compromises affect Stockholders:

How agreements and compromises affect Customers:



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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:



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REQUIREMENT 9: Learn about opportunities in the field of labor relations.

Career Opportunity #1:

Career Opportunity #2:

Career Opportunity #3:

REQUIREMENT 9: 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.

Selected Career:

Major Responsibilities:

Qualifications:

Education Requirements:

Training Requirements: