

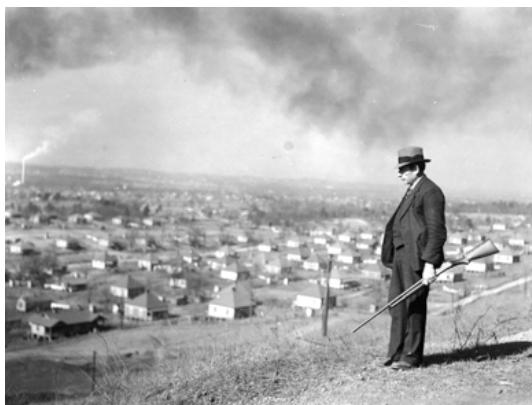


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# Labor

# Labor Changes

- Employees more expendable
- Real wages rose but working conditions, hours were deplorable (10 hours/day, 6 days/week)
- **Company towns**—tyrannical
- Unemployment/depression in late 1800s allowed for even lower wages, worse conditions
  - 75% of workers who went on strike in 1894 were fired
  - Conditions for immigrant workers even worse



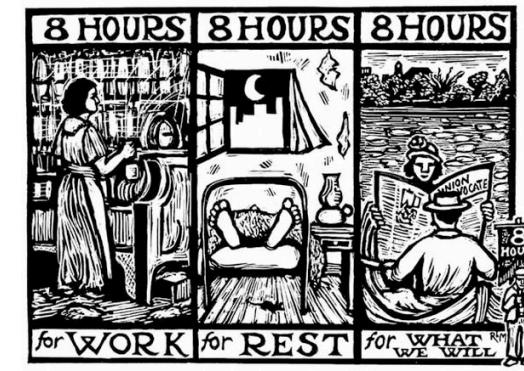
# Women & Canadians

- Women – wages far lower than men; blamed for lowering the wage level in general; not always accepted into organized labor
- Canada – Low wages (much lower for women); conditions of industry were poor but not as terrible as in America (worst factories: cotton mills and cigar factories)



# Unions

- **National Labor Union** (1866) – William H. Sylvis
  - Gained 8-hour workday for federal workers
- **Knights of Labor** (1869)
  - Uriah Stephens; Terrence V. Powderly (Grand Master Workman)
  - Open to ALL workers
  - Worked for an 8-hour workday for all
  - Equal pay for men & women; no child labor
  - Lobbied for **Chinese Exclusion Act**
  - Favored arbitration to strikes, but successful strike against railroads → increased membership
  - Declined in power in late 1880s—**BLUM**: catered to too many groups of workers (Skilled and Unskilled)



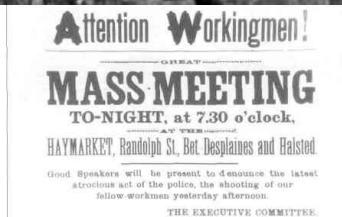
# American Federation of Labor (AFL)

- Founded in 1881 by **Samuel Gompers**
- Federation of separate craft unions
- Worked for an 8-hour workday and 6-day workweek, legislation to promote worker safety and compensation, higher wages
- Favored **collective bargaining** over strikes



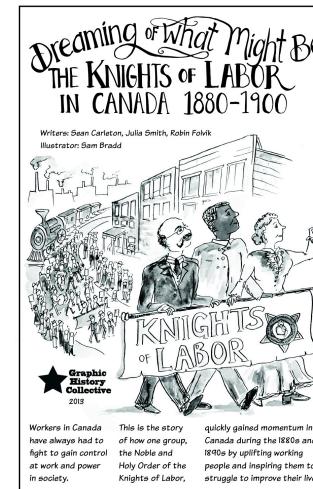
# Haymarket Riot

- Chicago, 1886
- Workers were protesting attack on strikers when bomb exploded, killing 7 policeman & 4 civilians
- Organized labor members were arrested and 7 were guilty → 4 hanged



# Canada Labor Timeline

- 1872 – **Trade Union Act** passed by Macdonald – Legalized registered trade unions; wanted to appease the **9-Hour Campaigns**
- 1886 – **Canadian Trades and Labour Congress** – First national trade union based in QUE/ONT
- 1881 – Knights of Labor reach Canada
- 1890 – AFL reaches Canada – **John Flett** appointed Canadian leader by Gompers



# Challenges

- Public looked down on **closed shops**
- Immigrants were unfamiliar with labor
- Women were largely excluded, but founded own union in 1903: **National Women's Trade Union League**
- Blacks excluded from most unions
- **Blacklists** – List of people employers thought were undesirable (perhaps just because they were union members) → stopped those people from getting a job in that industry nationwide



## 120 UNIONS VOTE ON CALL OF 45,000 TO GENERAL STRIKE



# Managers vs. Unions

- **Yellow-Dog Contracts** – New employee signed these stating they would not join a Union
- Hired spies, **strikebreakers**
- Federal troops called in to end strikes
  - **Homestead Steel Strike** (1892) – 300 **Pinkerton** detectives employed to keep peace → strikers resisted → seven detectives and nine strikers died → strike was a big failure
  - **Pullman Strike** organized by **Eugene Debs** (1894);
    - Debs jailed for breaking an injunction which called for the strike to end. Supreme Court decided strikes violate the Sherman Antitrust Act as “a conspiracy in restraint of trade”; federal troops sent by **Cleveland** → 12 killed

