The Labor Relations Process 11th edition Holley Test Bank

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CHAPTER 2 The History of Labor Management Relationships

TRUEFALSE

1. The Haymarket Riot, Homestead Incident, and the Pullman Strike eliminated Samuel Gompers' leadership effectiveness in the AFL.

(A) True

(B) False

Answer : (B)

2. The "one big union" approach to union membership was not believed by the Congress of Industrial Organizations (CIO).

(A) True

(B) False

Answer : (A)

3. The emphasis on advancing employees' short-term economic and job security interests have remained the focus of organized labor since World War II.

(A) True

(B) False

Answer : (A)

4. The leadership of the Knights of Labor was more interested in seeking higher wage increases for employees than in seeking moral betterment for employees and society.

(A) True

(B) False

Answer : (B)

5. The Change to Win federation planned on focusing more on working through mainly the Democratic Party instead of direct political action by the member unions.

(A) True

(B) False

Answer : (B)

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6. Events such as the Haymarket Riot, the Homestead Incident, and the Pullman Strike helped organized labor.

(A) True

(B) False

Answer : (B)

7. The National Labor Relations Board (NLRB), was created to strengthen the power of employers to prevent the formation of unions.

(A) True

(B) False

Answer : (B)

8. The sit-down strike helped the CIO to obtain union membership in the 1930s, and it was soon approved by the Supreme Court.

(A) True

(B) False

Answer : (B)

9. Member unions of the Change to Win federation are encouraged to devote 50 percent of their annual operating budget toward union organizing activities, compared to a goal of 30 percent for AFL-CIO affiliated unions.

(A) True

(B) False

Answer : (A)

10. The Homestead Incident, unlike the Ludlow Massacre, showed the public that union and management officials could resolve their differences in a non-violent fashion.

(A) True

(B) False

Answer : (B)

11. The merger of the AFL and CIO in 1955 has minimized raiding between the two organizations, but has not resulted in an increase in union membership or political influence.

(A) True

(B) False

Answer : (A)

12. One of the reasons for the decline of the Industrial Workers of the World (IWW), was its alienation of the news media and government officials.

(A) True

(B) False

Answer : (B)

13. The trend toward multi-year labor agreements after World War II put pressure on union leaders to safeguard wage increases against the possibility of increases in the inflation rate.

(A) True

(B) False

Answer : (A)

14. Samuel Gompers' efforts paid off in spectacular growth in membership in the American Federation of Labor (AFL).

(A) True

(B) False

Answer : (B)

15. Two major bargaining issues since World War II have been adjustments to technological change and safeguards against inflation.

(A) True

(B) False

Answer : (A)

16. Employers actively opposed unions after World War I by supporting the open-shop movement.

(A) True

(B) False

Answer : (A)

17. Unions received favorable public opinion after World War II because of their strict adherence to the "no strike pledge" during the war and the rather modest wage requests after the war.

(A) True

(B) False

Answer : (B)

18. The AFL under Gompers' leadership believed the existing social system should be dramatically changed by any means possible, including revolutionary methods if necessary.

(A) True

(B) False

Answer : (B)

19. The Great Depression of the 1930s convinced many employees that hard work and loyalty (not unions) insured continued employment and other good working conditions.

(A) True

(B) False

Answer : (B)

20. The "criminal conspiracy" doctrine involved employees' rights to organize unions as well as the effect of strong employee dissatisfaction leading to the closing of factories.

(A) True

(B) False

Answer : (A)

21. The "civil conspiracy" doctrine held that a group involved in concerted activities was unlawful if harm was inflicted on customers or other employees.

(A) True

(B) False

Answer : (A)

22. The yellow-dog contract guaranteed that employees would neither join a union nor assist in organizing one.

(A) True

(B) False

Answer : (A)

23. Samuel Gompers, AFL president, proclaimed the Clayton Act to be the Magna Charta of U.S. labor; however, the Clayton Act hurt union growth more than it helped.

(A) True

(B) False

Answer : (A)

24. The Byrnes Act of 1936 allowed employers to transport strikebreakers for the purpose of using force or threats against union organizers.

(A) True

(B) False

Answer : (B)

25. Opposition to the war and the Soviet revolution in Russia in 1917 led to what was called the Red Scare: A general concern that a communist revolution would happen in the United States.

(A) True

(B) False

Answer : (B)

MULTICHOICE

26. The strength or likely continued success of any labor organization can be assessed by focusing on four criteria except:

(A) A labor organization's structural and financial stability.

(B) A shift in economic conditions.

(C) Its ability to work within the established political and economic system, particularly the wage system.

(D) The degree to which the broader social environment, such as laws, media, and public opinion, is supportive or opposed to a labor organization's goals and tactics.

(E) Was passed over organized labor's strong opposition.

Answer : (B)

27. The Homestead Incident:

(A) Received more favorable media attention than the Haymarket Riot.

(B) Involved unilateral wage reductions at a Carnegie owned steel mill.

(C) Showed that AFL could offer some financial support to one of its member unions.

(D) Resulted in a drop in the membership of the national union.

(E) Represented a victory for employees.

Answer : (D)

28. John L. Lewis was:

(A) The first president of the CIO.

(B) A U.S. senator known for the "Lewis Bill of Employee Rights."

(C) The first president of the AFL.

(D) The first labor-backed president of the United States.

(E) The founder of IWW.

Answer : (A)

29. The first signs of employee organizations in the United States occurred among:

(A) Railroad workers.

(B) Skilled craftspeople such as shoemakers.

(C) Unskilled general laborers.

(D) Public employees.

(E) Steelworkers.

Answer : (B)

30. One of Samuel Gompers' ideas which still conveys the political philosophy of organized labor today is:

(A) To establish a third independent political party that could best represent labor's interests and attempted to change the existing capitalist system.

(B) To decrease alliances with political parties.

(C) The dictum of "reward your friends, punish your enemies."

(D) To change the existing capitalist system.

(E) To support the Republican party.

Answer : (C)

31. A labor injunction:

(A) Clarified the ability of union leaders to identify and satisfy members' goals and interests.

(B) Was a more reliable means of allowing employee concerted activities.

(C) Imposed restrictions on who could serve on juries.

(D) Is the same as a yellow-dog contract.

(E) Is a court order prohibiting certain activities in conjunction with a labor dispute.

Answer : (E)

32. The Civil War encouraged the growth of unions as it:

(A) Refined and encouraged mass production techniques.

(B) Encouraged the idea of focusing on skilled workers under a single factory roof.

(C) Promoted the creation of the IWW.

(D) Created conditions to discourage the organization of labor.

(E) Created better employer-employee relationships.

Answer : (A)

33. The CIO split from the AFL because of the CIO's emphasis on:

(A) Employee Representation Plans.

(B) having Gompers "lead CIO unions into greatness."

(C) organizing craft workers.

(D) Republican party politics.

(E) organizing employees in mass-production industries.

Answer : (E)

34. The Pullman Strike:

(A) Reflected the importance of international forces in labor disputes.

(B) Increased the membership and strengthened the power of the ARU.

(C) Showed that rival unions such as the AFL and the ARU can pull together on significant labor disputes.

(D) Illustrated that a small union like the ARU can overcome a large employer if members rally to a common cause.

(E) Increased the membership and strengthened the power of the ARU.

Answer : (B)

35. The Congress of Industrial Organization's tremendous success in organizing employees after its formation in 1935 was due in part to:

(A) The AFL's preference to actively grow the labor movement.

(B) The AFL's preference to enroll semiskilled production employees.

(C) The AFL's acceptance of the concept of industrial unionism.

(D) The CIO's ability to organize workers in mass production industries.

(E) The Red Scare.

Answer : (D)

36. Employee Representation Plans (ERPs) were:

(A) Employer-originated alternative unionism.

(B) Affiliated with the Knights of Labor.

(C) The earliest forms of employee health insurance.

(D) Affiliated with the American Federation of Labor.

(E) Fronts for radical labor ideologies.

Answer : (A)

37. The Haymarket Riot:

(A) Was over agricultural subsidies with were not given as promised.

(B) Led to the downfall of the Industrial Workers of the World (IWW).

(C) Represented a protest for the eight-hour day.

(D) Represented a physical clash between tow labor organizations the AFL and the CIO.

(E) Increased the effectiveness of the KOL.

Answer : (C)

38. A substitute provided by employers in their effort to counteract unionism is:

(A) The rejection of the open-shop movement.

(B) The elimination of the scrip as currency.

(C) To employ semiskilled workers.

(D) The passage of the Sherman Anti-Trust Act.

(E) The formation of Employee Representation Plans.

Answer : (E)

39. The AFL represented:

(A) One big union that eliminated the identity of unions joining the AFL.

(B) A Knights of Labor committee that handled the strategic planning duties.

(C) A group that supported the basic philosophy of the IWW.

(D) A federation or service organization that unions could join and still retain their separate identities and collective bargaining concerns.

(E) A Knights of Labor committee that handled the strategic planning duties and a group that supported the basic philosophy of the IWW.

Answer : (D)

40. The "Open Shop" and "Mohawk Valley Formula" were techniques used by:

(A) The Knights of Labor and the IWW to obtain more members.

(B) The CIO of obtain more members.

(C) The AFL and CIO to merge organizations in 1955.

(D) Employers to minimize the existence of unions and union members at their facilities.

(E) The Knights of Labor, the IWW, and the CIO to obtain more members.

Answer : (C)

41. "Pure and Simple Unionism," approach was most identified with the:

(A) Unions seeking to change the existing capitalist system.

(B) American Railway Union.

(C) Industrial Workers of the World.

(D) American Federation of Labor.

(E) Knights of Labor.

Answer : (D)

42. The Knights of Labor (KOL) differed from the Industrial Workers of the World (IWW) in that the KOL:

(A) Assumed employees and employers had similar interests.

(B) Allowed most employees to join their organization without much regard to occupation.

(C) Spoke out against the effects on the employee of the existing manufacturing system.

(D) Wanted to change the existing wage and profit system.

(E) All of these are differences between the KOL and the IWW.

Answer : (A)

43. Powderly felt employees who joined the KOL:

(A) Needed to loosen up a bit and have a good time at union functions such as picnics and needed to be educated on major problems which they were previously unable to understand.

(B) Needed to be educated on major problems with they were previously unable to understand.

(C) Needed to loosen up a bit and have a good time at union functions such as picnics.

(D) Knew what was best for them.

(E) Did not care for unions.

Answer : (B)

44. "Big Bill Haywood," an initial organizer of the IWW:

(A) Founded the KOL.

(B) Was largely responsible for turning the IWW into a highly effective organization.

(C) Defended the capitalistic system until he was assassinated by left wing radicals.

(D) Agreed with Gompers that overthrow of the existing capitalistic system by any means possible was the sole goal of labor unions.

(E) Promoted anti-capitalism ideas.

Answer : (E)

45. The Local Assembly, the basic unit in the Knights of Labor:

(A) Could veto any matter raised by the Executive Board.

(B) Could veto any matter raised by the Executive Board and provided the major source of members.

(C) Provided the major source of members.

(D) Was often involved in a key KOL activity - the strike.

(E) Counted on financial support from the KOL during strike actions.

Answer : (C)

46. The American Railway Union's leader who was sentenced to federal prison for failing to abide by a court's labor injunction, and later advocated the election of a government that would be responsive to the working class, based on his beliefs in Socialism was:

(A) Samuel Gompers.

(B) George Pullman.

(C) Terence V. Powderly.

(D) William "Big Bill' Haywood.

(E) Eugene Debs.

Answer : (A)

47. The laws which outlawed the promotion or use of organized violence, sabotage, or terrorism in order to accomplish industrial aims or social revolution are called:

(A) Red Scare Laws.

(B) Antitrust laws.

(C) Scrip laws.

(D) Criminal Syndicalism laws.

(E) Common laws.

Answer : (D)

48. An employer anti-union weapon was paying employees with company-created currency. This

currency was called:

(A) Scrip.

(B) Pesos.

(C) Dollars.

(D) Bucks.

(E) Bitcoin.

Answer : (A)

49. The law which prohibited the interstate transportation of strikebreakers for the purpose of using force or threats against union organizers, negotiators, or peaceful picketers is called:

(A) Red Scare Laws.

(B) Antitrust laws.

(C) Byrnes Act.

(D) Criminal Syndicalism laws.

(E) Common laws.

Answer : (C)

50. In spite of the fact that employers could legally fire employees for virtually any reason under the Employment-At-Will doctrine (EAW), employees were required to sign an agreement stating they would not join or assist in organizing a union. This agreement was called:

(A) A yellow dog contract.

(B) A Loyalty contract.

(C) An anti-conspiracy contract.

(D) A Blue Law contract.

(E) A concession bargaining contract.

Answer : (A)