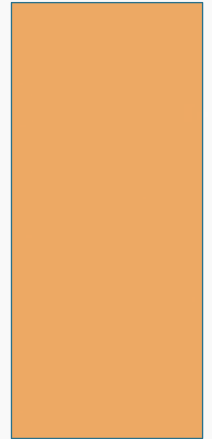


UNIONS

CREATION AND TRANSITION TO STRENGTH



BEGINNINGS (U.S.)

When unions began, they were just for skilled workers. They were created to encourage better working conditions. Their biggest problem was that there weren't enough men joining them.



-this was because the workforce was not made up Mostly of skilled workers. The men involved in unions in the beginning only wanted to protect those who could strengthen their argument for better wages and conditions.

NATIONAL LABOR UNION (NLU)

First NATIONAL labor union in the US. Lasted from 1866-1873. It was born out of the desire to create a national coalition of local unions.

First union to invite non-skilled workers to join as Well. Their only exclusion was the Chinese labor Force.

Their main focus was on changing the length of the work day, which Congress passed in 1868. It was a small success seeing that it only applied to government employees and the simple truth that, to accommodate the new statute, employers also lowered wages.

Attention Workingmen!

MASS-MEETING

TO-NIGHT, at 7.30 o'clock,

HAYMARKET, Randolph St., Bet. Desplaines and Halsted.

Good Speakers will be present to denounce the latest atrocious act of the police, the shooting of our fellow-workmen yesterday afternoon.

CHICAGO
HISTORICAL
SOCIETY

THE EXECUTIVE COMMITTEE.

Achtung Arbeiter!

Große

Massen-Versammlung

Heute Abend, halb 8 Uhr, auf dem

Heumarkt, Randolph-Straße, zwischen Desplaines, u. Halsted-Str.

Gute Redner werden den neuesten Schurkenstreich der Polizei, indem sie gestern Nachmittag unsere Brüder erschoss, geißeln.

Das Executiv-Comite.

THE NOBLE AND HOLY ORDER OF THE KNIGHTS OF LABOR (KOL)

Founded in Philadelphia in 1869.

The tenets of the KOL were: productive work, civic responsibility, education, A wholesome family life, temperance and self-improvement.

When the KOL began, they were Against any type of strike. They were An exclusive group. As they started To expand though members wanted Quicker action... action that could Only be brought by striking.

They picked up where the NLU left Off with ideas like the 8-hour work day And equal pay for equal work. These Were radical ideas to the public.



WILLIAM COOK, JAMES L. WRIGHT, VACANT CHAIR OF U. S. STEPHENS, R. C. MACAULEY, J. M. HILSER, J. S. KENNEDY, R. W. KERN.
THE FOUNDERS OF THE KNIGHTS OF LABOR.

graphed July 2, 1899.

KNIGHTS OF LABOR CONT.



They had a lot of early success, especially with the railroad strikes. their largest gains came against the Union Pacific in 1884. The UP tried to cut wages by 10% which the KOL prevented.

Believing they were invincible, they suffered major defeats with the Great Southwest Railroad Strike and the Haymarket Riot in 1886.

KOL became synonymous with terms like unionism and anarchy due in part to new members and tactics they used in strikes.

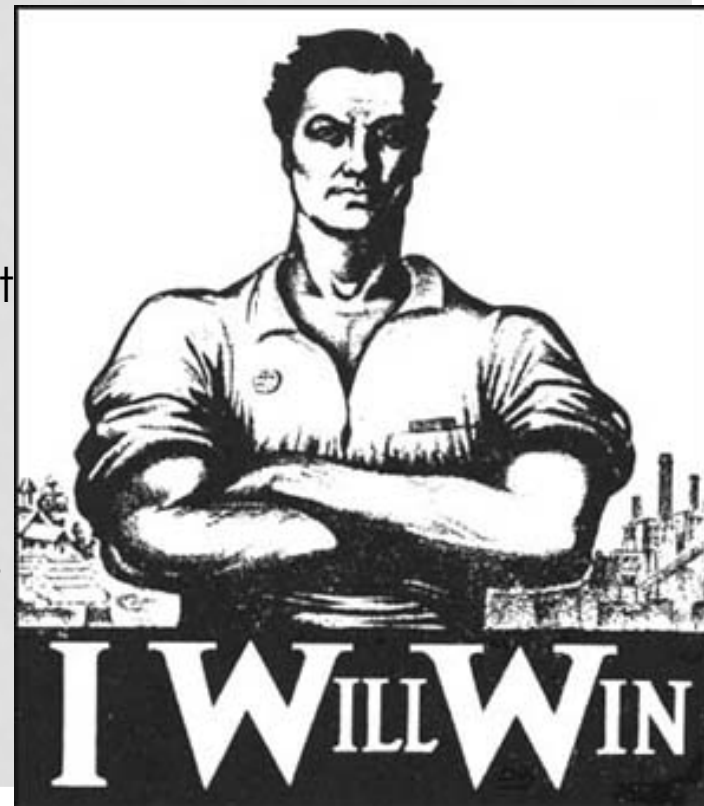
AMERICAN FEDERATION OF LABOR (AF OF L)

What were the major differences between the Knights of Labor and the AF of L?

- the KOL wanted to be a strong political entity, the AF of L did not
- The KOL was one big union, the AF of L was a collective of local unions (Federation)

Born out of the KOL, the AF of L didn't want to make the same mistakes the KOL made. The Haymarket Square Riot made unions look bad because of the violence so they set about changing the public opinion.

- what were the greatest weaknesses of the KOL that the public opinion hated?
- what did the AF of L want to change about what people thought?



AF OF L CONT.

The KOL wanted to be a political force.



Along came Samuel Gompers who realized union members didn't want a politically charged entity. The issues members were having were personal; they were all about working conditions and wages.

His motto became "keep it simple". Because he didn't pursue political power, he maintained good standing with the people and the Government.

Another strength the AF of L had was that they didn't allow any unskilled workers to join. Gompers believed this to be one of the reasons the KOL became so volatile in the end.

OTHER UNIONS

The major exclusion unions had was towards African Americans and the Chinese.

In 1869, the Colored National Labor Union Was started by Isaac Myers and Frederick Douglas

The mission of the CNLU was not just to promote the African American working class but that of children and women as well. They were remarkably ineffective Because at this time, no one wanted to Give Blacks rights. Racism was at an all Time high.



CNLU




The CNLU dissolved around the same time the NLU did (early 1870's) the 2 major factors that led to this were: 1. The simple fact that no one wanted to hire Blacks and women anyway and 2. The creation of the KOL. The KOL were non-discriminatory.

BY THE END

Unions had sparing success until the late 1800's. During the final 2 decades Of the 19th Century there were roughly 20,000 strikes nationwide... with Unions Winning about half of them.

**MORE WORK?
LESS PAY?
NO WAY!**
LOCAL 000

Provoke Us
and We'll...
STRIKE!
Local 0000



**I DON'T
WANT TO
STRIKE...
BUT I WILL!**
LOCAL 000



RAT BUSTERS

LOCAL 000
**ON
STRIKE**
— AGAINST —
COMPANY
NAME
HERE
UNFAIR

