

THE AMERICAN WORKER → CHANGING STATUS OF LABOR

- **WORKING CONDITIONS**

- **LENGTH OF WORK DAY / WORK WEEK**

- NORMALLY A 10-12 HOUR DAY, DEPENDING ON INDUSTRY
- SIX DAYS A WEEK

- **PAY**

- MEN IN THE NORTH--ANYWHERE FROM \$3.00/DAY FOR HIGHLY SKILLED LABORERS TO \$1.25/DAY FOR UNSKILLED WORKERS
- PAY SUFFICIENT FOR PEOPLE TO SURVIVE IF THEY WORKED FULL TIME, YEAR-ROUND
- MEN IN THE SOUTH--\$.75-\$1.50/DAY IN THE SOUTH, DEPENDING ON SKILL LEVELS-- MOST JOBS CALLED FOR UNSKILLED WORKERS

- **INDUSTRIAL SAFETY**

- LITTLE CONCERN ON PART OF MANY EMPLOYERS FOR INDUSTRIAL SAFETY
- WORKERS SELDOM RECEIVED MORE THAN MINIMAL TRAINING ON EQUIPMENT
- ACCIDENTS WERE COMMON, ESPECIALLY IN HEAVY INDUSTRIES--STEEL, RAILROAD, MINING, AND TEXTILES
- 1913--25,000 FATALITIES AND 700,000 INJURED SEVERELY ENOUGH TO MISS MORE THAN 4 WEEKS WORK
- EVEN MINOR INJURIES COULD BECOME BAD, DUE TO LACK OF PROPER TREATMENT
- DISEASES COMMON IN SOME INDUSTRIES-- BLACK LUNG (COAL), BROWN LUNG (TEXTILES), AND WHITE LUNG (BAKING) IN PARTICULAR
- EMPLOYERS FOUGHT AGAINST GOVERNMENT REGULATION OF SAFETY AND HEALTH-- ARGUING THAT THESE MEASURES WOULD BE TOO EXPENSIVE

- **FATE OF DISABLED WORKERS**

- USUALLY NO COMPENSATION FROM EMPLOYERS--HAZARDS WERE A RISK BORNE BY EMPLOYEES (THEIR REGULAR WAGES WERE SEEN AS TAKING THE RISK INTO ACCOUNT)
- NO GOVERNMENT SAFETY NET--WORKERS' COMP. AND DISABILITY PAYMENTS DID NOT EXIST
- FAMILIES AND NEIGHBORS BECAME THE ONLY SOURCE OF HELP

- **EMPLOYMENT OF WOMEN**

- **TYPES OF WORK**

- OCCUPATIONS THAT EMPLOYED WHAT WERE SEEN AS TRADITIONAL FEMALE SKILLS
 - DOMESTIC
 - TEACHING
 - NURSING
- NON-TRADITIONAL OCCUPATIONS
 - INDUSTRIAL--GARMENT, SHOE, CIGAR, AND CIGARETTE, BAKING
 - SECRETARIAL
 - PREVIOUSLY DOMINATED BY MALES
 - NOW WITH LARGE NUMBERS NEEDED TO HANDLE GROWING PAPERWORK AND NEW MACHINES, WOMEN MOVED INTO POSITIONS
 - STORE CLERKS

- **WAGES**

- GENERALLY HALF OF WHAT MEN RECEIVED
- REASONS
 - IN JOBS SEEN AS UNSKILLED
 - WOMEN SEEN AS TEMPORARY, NOT PERMANENT BREADWINNERS FOR FAMILIES

- **THE UNION MOVEMENT**
 - **KNIGHTS OF LABOR**
 - FORMED A WIDE-SCALE LABOR UNION IN 1877, AMID THE TURMOIL OF THE RAILWAY STRIKES OF THAT YEAR
 - **REASON FOR FOUNDING K OF L**
 - BELIEF THAT THE PRODUCER OF A GOOD (LABORERS) DESERVES THE FRUITS OF HIS OR HER WORK (I.E.--LABOR CREATES VALUE)
 - MANY NEW WORKERS CAME FROM FARMING BACKGROUND, WHERE FARMER WORKS AND RECEIVES PAY FOR PRODUCT
 - **MEMBERSHIP**
 - INCLUDED ALL WAGE EARNERS
 - EXCLUDED: GAMBLERS, SPECULATORS, LAWYERS, BANKERS, DOCTORS, AND STOCKBROKERS
 - **PLATFORM**
 - SUPPORTED GREENBACKS, GOVERNMENT REGULATION OF HEALTH AND SAFETY, PUBLIC OWNERSHIP OF RAILWAYS AND TELEGRAPHS, EQUAL PAY FOR WOMEN, GRADUATED INCOME TAX, AND WORKER-OWNED COOPERATIVE MANUFACTURING ENTERPRISES
 - AGAINST CHILD AND CONVICT LABOR
 - WORKED TO INFLUENCE POLITICS, SOUGHT TO ELECT THOSE FRIENDLY TO LABOR
 - **AMERICAN FEDERATION OF LABOR**
 - FOUNDED IN 1886
 - **REASONS FOR FOUNDING A F OF L**
 - BELIEF IN TRADE UNIONISM--USE THE BARGAINING POWER OF SKILLED WORKERS
 - **MEMBERSHIP**
 - LIMITED TO MEMBERS OF CRAFT GUILDS
 - UNSKILLED LABORERS NOT WELCOME
 - WOMEN AND BLACKS EXCLUDED
 - NEW IMMIGRANTS DISCOURAGED FROM JOINING
 - MEMBERSHIP REMAINED LIMITED UNTIL AFTER 1900, WHEN NUMBER GREW TO NEARLY 1.5 MILLION
 - **ACTIVITIES**
 - SOUGHT TO CONTROL SHOP FLOOR--WORKING CONDITIONS
 - WORKED PRIMARILY THROUGH ATTEMPTS AT COLLECTIVE BARGAINING
 - AVOIDED STRIKES
 - STAYED OUT OF POLITICS UNTIL 1910s, DID NOT TRUST POLITICIANS
 - **IWW (INTERNATIONAL WORKERS OF THE WORLD - "WOBBLIES")**
 - MOST RADICAL OF AMERICAN LABOR UNIONS → SOCIALISM
 - MEMBERSHIP OPEN TO ALL – SINGLE UNION AS A CLASS
 - **WOMEN AND THE LABOR MOVEMENT**
 - OPPOSITION BY MEN
 - WOMEN FORM OWN UNIONS (ILGWU--INTERNATIONAL LADIES GARMENT WORKERS UNION)
 - **IMMIGRANTS, BLACKS, AND THE LABOR MOVEMENT**
 - EXCLUDED BY MOST LABOR GROUPS
 - ACCEPTED BY IWW AND K OF L