

TEST BANK



TENTH EDITION

**Labor Relations *and*
Collective Bargaining**
Private and Public Sectors

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Chapter 2: Private Sector Labor Relations: History and Law

1. An organization of workers dedicated to protecting their interests in the workplace and improving wages, hours, and working conditions is referred to as a _____.
 - a. quality circle
 - b. working group
 - c. kaizen group
 - d. labor union

(d; Easy; p.41)

2. Which of the following was the first union that allowed both skilled and unskilled workers to join?
 - a. National Labor Union
 - b. American Federation of Labor
 - c. Knights of Labor
 - d. Molly Maguires

(a; Easy; p.43)

3. Which of the following statements is TRUE of the National Labor Union?
 - a. The National Labor Union sought the abolition of convict labor.
 - b. Only skilled workers were allowed to join the National Labor Union.
 - c. The National Labor Union was ultimately converted to the American Federation of Labor.
 - d. African Americans were allowed to join the National Labor Union.

(a; Easy; p.43)

4. The _____ were a group of union organizers who were prosecuted and either executed or imprisoned after an 1875 strike against anthracite mine owners failed.
 - a. Knights of Labor
 - b. American Federation of Labor
 - c. National Labor Union
 - d. Molly Maguires

(d; Easy; p.43)

5. The Railway Strike of 1877 was provoked by _____.
 - a. increased working hours
 - b. a mass layoff
 - c. a 10-percent wage cut
 - d. lack of pension benefits

(c; Easy; p.44)

6. Which of the following statements is TRUE of the Knights of Labor (KOL)?
- The KOL eventually became the National Colored Labor Union.
 - Only skilled workers were allowed to join the KOL.
 - The KOL aimed to become national union for skilled and unskilled workers.
 - The KOL sought economic reforms through strikes and agitation.

(c; Moderate; p.46)

7. The leader of the democratic socialist workers' movement in the U.S., Eugene V. Debs established the _____.
- Industrial Workers of the World
 - Congress of Industrial Organizations
 - American Railway Union
 - Women's Trade Union League

(c; Easy; p.47)

8. The _____ is a federation of unions made up of skilled workers formed in 1886 by Samuel Gompers.
- National Labor Union
 - American Federation of Labor
 - Knights of Labor
 - National Labor Relations Board

(b; Easy; p.49)

9. The American Federation of Labor eventually merged with the _____.
- Congress of Industrial Organizations
 - Knights of Labor
 - National Labor Union
 - Industrial Workers of the World

(a; Easy; p.49)

10. Which of the following statements is TRUE of the Industrial Workers of the World (IWW)?
- The political agenda of the IWW was to overthrow capitalism.
 - By the end of World War I, the IWW became a major labor association.
 - The IWW's members were skilled workers; unskilled members could not apply.
 - The IWW finally merged into the Socialist Labor Party.

(a; Hard; p.51)

11. Which of the following was the first national association dedicated to organizing women in America?

- a. Working Women's Association
- b. Ladies Garment Workers
- c. Women's Trade Union League
- d. Coalition of Labor Union Women

(c; Easy; p.52)

12. In 1935, _____ established the Congress of Industrial Organizations.

- a. Andrew Carnegie
- b. Samuel Gompers
- c. John D. Rockefeller
- d. John L. Lewis

(d; Easy; p.54)

13. Which of the following organizations eventually merged with the American Federation of Labor?

- a. Socialist Labor Party
- b. Women's Trade Union League
- c. United Transportation Union
- d. Congress of Industrial Organizations

(d; Easy; p.55)

14. The term "labor _____" refers to a court order that prohibits any individual or group from performing any act that violates the rights of other individuals concerned.

- a. preemption
- b. ratification
- c. injunction
- d. regulation

(c; Easy; p.57)

15. The _____ Act was a result of investigations into the Pullman strike. This act gave certain employment protections to union members and offered facilities for mediation and conciliation of railway labor disputes.

- a. Sherman Antitrust Act
- b. Erdman Act
- c. Clayton Act
- d. Davis-Bacon Act

(b; Easy; p.57)

16. Which of the following statements is TRUE regarding company unions?

- a. A company union is formed by the NLRB.
- b. A company union is an internationally recognized union.
- c. A company union is established by the employer.
- d. A company union meets the requirements of the National Labor Relations Act.

(c; Moderate; p.58)

17. The _____ stated that the existence of labor unions was not prohibited by antitrust.

- a. Taft-Hartley Amendments
- b. Landrum-Griffin Act
- c. Clayton Act
- d. Fair Labor Standards Act

(c; Easy; p.60)

18. The _____ provided that neither the labor organization nor its members were considered illegal combinations or conspiracies in restraint of trade.

- a. Davis-Bacon Act
- b. Judiciary Act
- c. Tenure of Office Act
- d. Clayton Act

(d; Easy; p.60)

19. Which of the following was the major reason for the formation of the National War Labor Board?

- a. to limit the court's injunctive powers against labor organizations
- b. to provide employees up to 12 weeks of unpaid leave for family reasons
- c. to provide a means of settlement of labor controversies in certain industries
- d. to give federal employees the right to bargain collectively and join unions

(c; Moderate; p.60)

20. The Railway Labor Act required railroad employers to _____.

- a. provide health insurance benefits to the workers
- b. negotiate with the employees' union
- c. accept an eight-hour workday
- d. provide pension benefits to workers

(b; Moderate; p.61)

21. The Davis-Bacon Act required that _____.

- a. employers meet with accredited representatives of a majority of their employees and to make an honest effort to reach agreement on issues raised
- b. employers with federal contracts pay time and a half to any employee working more than eight hours per day
- c. employers certify unions to represent a group of employees for purposes of collective bargaining if a majority of the employees sign authorization cards
- d. companies using federal dollars for construction projects use the “prevailing wage rate” of the area as the minimum-wage rate on their construction projects

(d; Hard; p.62)

22. The _____ Act made “yellow-dog” contracts illegal.

- a. Sherman Antitrust
- b. Norris-La Guardia
- c. Davis-Bacon
- d. Erdman

(b; Easy; p.62)

23. Under a “yellow-dog” contract, _____.

- a. employees had to accept union membership as a prerequisite for employment
- b. employers had to hire employees referred by the union
- c. employees pledged to refrain from union membership
- d. employees had to pay union dues whether or not they were union members

(c; Moderate; p.62)

24. Which of the following acts was declared unconstitutional within two years of its introduction?

- a. the Federal Emergency Relief Act
- b. the Davis-Bacon Act
- c. the National Industrial Recovery Act
- d. the Clayton Act

(c; Easy; p.63)

25. Which of the following acts is also known as the Wagner Act?

- a. the Hiring Incentives to Restore Employment Act
- b. the Protect America Act
- c. the Federal Emergency Relief Act
- d. the National Labor Relations Act

(d; Easy; p.63)

26. The National Labor Relations Act _____.

- a. aimed to protect the economic rights of employers against striking unions
- b. required companies to use the “prevailing wage rate” of the area as the minimum-wage rate
- c. gave private-sector employees the right to unionize and limited employers’ retaliatory powers
- d. restricted the federal courts from issuing injunctions in labor disputes, except to maintain law and order

(c; Easy; p.63)

27. The National Labor Relations Board (NLRB) was created to enforce provisions of the _____.

- a. Clayton Act
- b. Wagner Act
- c. Taft-Hartley Act
- d. Davis-Bacon Act

(b; Easy; p.63)

28. Which of the following acts requires employers with federal contracts to pay time and a half to any employee working more than eight hours per day?

- a. the Clayton Act
- b. the National Industrial Recovery Act
- c. the Sherman Antitrust Act
- d. the Walsh-Healey Act

(d; Easy; p.64)

29. Which of the following acts applied primarily to employees engaged in interstate commerce and provided a federal minimum wage and a 44-hour week?

- a. Fair Labor Standards Act
- b. Clayton Act
- c. the Wagner Act
- d. the Taft-Hartley Act

(a; Easy; p.64)

30. The Labor-Management Relations Act is also known as the _____ Act.

- a. Taft-Hartley
- b. Smith-Connally
- c. Walsh-Healey
- d. Davis-Bacon

(a; Easy; p.65)

31. The Taft-Hartley Amendments _____.

- a. restrict the federal courts from issuing injunctions in labor disputes, except to maintain law and order
- b. require employers with federal contracts to pay time and a half to any employee working more than eight hours per day
- c. protect employees from losing their jobs for not joining a union
- d. allow employees to take up to 12 weeks of unpaid leave for family reasons

(c; Moderate; p.66)

32. The Labor-Management Reporting and Disclosure Act is also known as the _____ Act.

- a. Walsh-Healey
- b. Landrum-Griffin
- c. Davis-Bacon
- d. Taft-Hartley

(b; Easy; p.67)

33. The _____ Act is a proposed amendment to the National Labor Relations Act.

- a. Federal Regulation of Lobbying
- b. Selective Service
- c. Employee Free Choice
- d. Administrative Procedure

(c; Easy; p.68)

34. Which of the following is TRUE of the National Colored Labor Union?

- a. It was initiated by the National Labor Union as a union for freed slaves.
- b. It was incorporated into the AFL-CIO in 1966.
- c. It was formed by the Maryland Freedom Union and the Mississippi Freedom Labor Union.
- d. It applied for affiliation to the National Labor Union, but was rejected.

(d; Medium; p.70)

35. Which of the following is TRUE of women's trade unions in the U.S.?

- a. The CIO's Reemployment Plan recognized women's unions on the national stage.
- b. The AFL overtly denied the admission of women into the unions.
- c. The Women's Trade Union League formed as an offshoot of the NLU.
- d. The CIO denied women admission into unions.

(b; Hard; p.71)

True/False

36. Like-skilled workers, such as printers, shoemakers, tailors, and bakers, organized the earliest unions in the United States.

(True; Easy; p.42)

37. The American Federation of Labor was the first union to allow skilled and unskilled workers to join in one union.

(False; Easy; p.43)

38. African Americans were allowed to become members of the National Labor Union from its inception.

(False; Easy; p.43)

39. The KOL sought economic and social reforms through strikes rather than political action.

(False; Moderate; p.46)

40. Samuel Gompers led the American Railway Union in the Pullman strike.

(False; Easy; p.47)

41. The American Federation of Labor is a federation of unions made up of skilled workers formed in 1886 by Samuel Gompers.

(True; Easy; p.49)

42. The American Federation of Labor (AFL) offered trade unions local autonomy because the national union operated as a decentralized organization.

(True; Easy; p.49)

43. The American Federation of Labor (AFL) placed more emphasis on economic or industrial action as opposed to political action.

(True; Easy; p.50)

44. Only males were allowed to be members of the Industrial Workers of the World.

(False; Easy; p.51)

45. The Industrial Workers of the World (IWW) has now merged with the Socialist Labor Party.

(False; Easy; p.51)

46. The Working Women's Association was the first national association dedicated to organizing women.

(False; Easy; p.52)

47. In 1935, John L. Lewis and leaders of the Ladies Garment Workers and the Clothing Workers set up the International Trade Union Confederation.

(False; Easy; p.54)

48. The CIO differed from the AFL by promoting solidarity with African American workers and with women and immigrants in the workforce.

(True; Easy; p.55)

49. According to the legal tenet of conspiracy, if two or more people conspire to commit an illegal act, they are guilty of conspiracy whether or not they ever complete the illegal act itself.

(True; Easy; p.55)

50. A company union does not meet the requirements of the National Labor Relations Act and thus is not considered a true union.

(True; Easy; p.58)

51. A “company union” is an employee organization formed by an employer to discourage employee unionization.

(True; Easy; p.58)

52. The Sherman Antitrust Act was designed to break up corporate monopolies.

(True; Easy; p.58)

53. During World War I, President Woodrow Wilson formed the National Labor Relations Board to prevent labor disputes from disrupting the war effort.

(False; Easy; p.60)

54. The Railway Labor Act was expanded to include the airline industry.

(True; Easy; p.61)

55. The Erdman Act put into place a requirement that companies using federal dollars for construction projects use the “prevailing wage rate” of the area as the minimum-wage rate on their construction project.

(False; Easy; p.62)

56. The Norris-La Guardia Act made “yellow-dog” contracts illegal.

(True; Easy; p.62)

57. “Yellow-dog” contracts were contracts in which employees pledged to refrain from union membership.

(True; Easy; p.62)

58. The National Labor Relations Act is also known as the Davis-Bacon Act.

(False; Easy; p.63)

59. The Fair Labor Standards Act requires employers to pay covered employees at least the federal minimum wage and overtime pay of one-and-one-half-times the regular rate of pay for work exceeding a 40-hour week.

(True; Easy; p.64)

60. According to the Fair Labor Standards Act, to be exempt from the overtime provision, a worker must be paid a salary of \$455 per week and meet a bona fide job duties test.

(True; Easy; p.65)

61. The Labor-Management Relations Act is also known as the Walsh-Healey Act.

(False; Easy; p.66)

62. The Wagner Act protected employees from losing their jobs for not joining a union.

(False; Moderate; p.66)

63. The Taft-Hartley Amendments prohibit strikes during the term of a valid collective bargaining agreement unless employees give 60 days’ notice to the employer and 30 days’ notice to the Federal Mediation and Conciliation Service.

(True; Easy; p.66)

64. The Labor-Management Reporting and Disclosure Act is also known as the Taft-Hartley Act.

(False; Easy; p.67)

65. One of the primary provisions in the proposed Employee Free Choice Act is to certify a union to represent a group of employees for purposes of collective bargaining on the basis of a secret-ballot election.

(False; Hard; p.68)