



U.S. LABOR LAW AND COLLECTIVE BARGAINING

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INTRODUCTION : THE UCLA LABOR CENTER

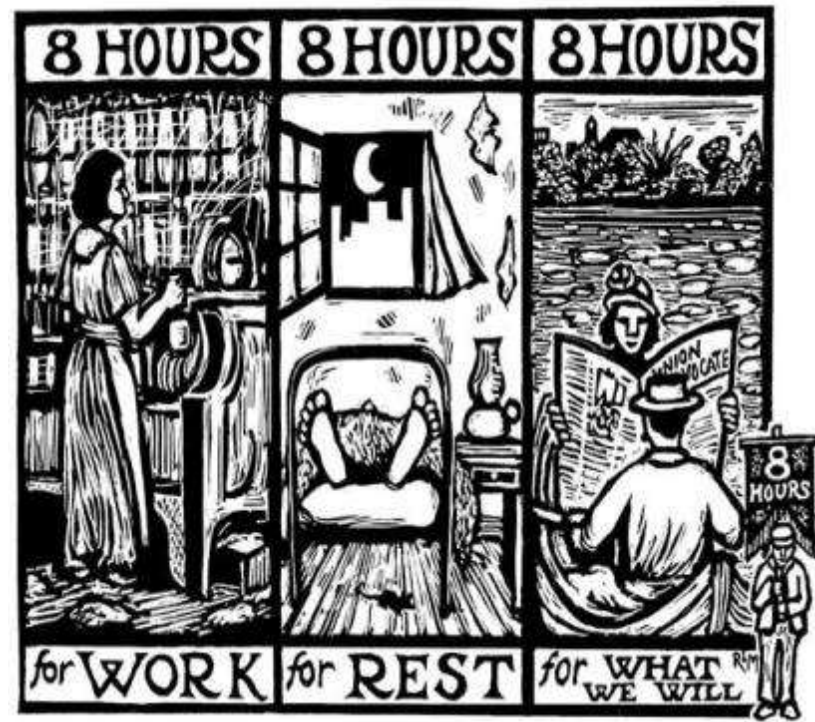


CALIFORNIA EDUCATION UNION DELEGATION



U.S. LABOR HISTORY

- The first May Day was in 1886 in Chicago as part of fight for the 8-hour work day



Haymarket Riot in May, 1886

U.S. LABOR HISTORY

The first Unions were organized along trade lines: carpenters, brick layers, shoe makers, and printers.



A parade of miners on strike, Latrobe, PA, April 1, 1912. George Grantham Bain Collection photograph. Public domain.



Shirtwaist workers on strike in New York, January 1910. George Grantham Bain Collection photograph. Public domain.



U.S. LABOR HISTORY

- Growth of Industrial Unions came in the 1930's, with organizing of auto workers, steel workers, and mine workers during Great Depression
- Massive Sit Down Strikes, Marches, Rallies, and Protests, many led by the U.S. socialists and communists
- Contemporary U.S. Labor Law is a product of the 1930's

Waterfront Strike in May 1934, a part of the events leading up to the General Strike in July.



Longshoremen burn "fink" bluebook union cards at beginning of 1934 strike.

NATIONAL LABOR RELATIONS ACT 1935

- “...employees shall have the right to self organization to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in concerted activities, for the purpose of collective bargaining or other mutual aid or protection.”

-----<National Labor Relations act 1935>

Granted workers the right to form and join unions

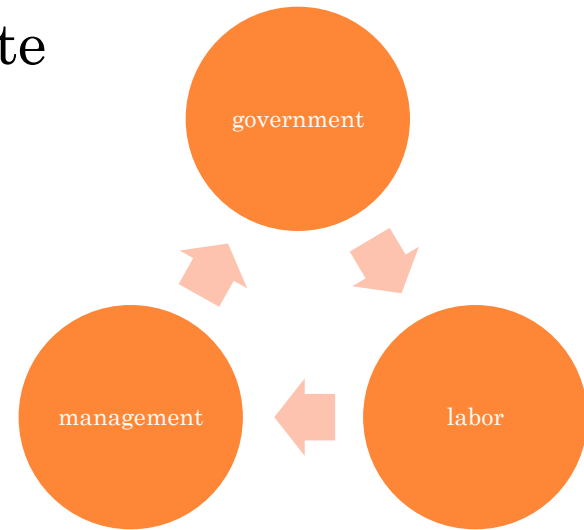
Granted workers the right to collective action , including strikes and boycotts

Granted workers the right to collective bargaining



COLLECTIVE BARGAINING

- U.S. Labor Relations is a Tri-Partite System, involving Labor, Management, and Government
- Collective Bargaining is the Cornerstone of the U.S. Labor Relations System
- Collective Bargaining allows Labor and Management to negotiate the terms of the employment relationship, including wages, hours, and working conditions



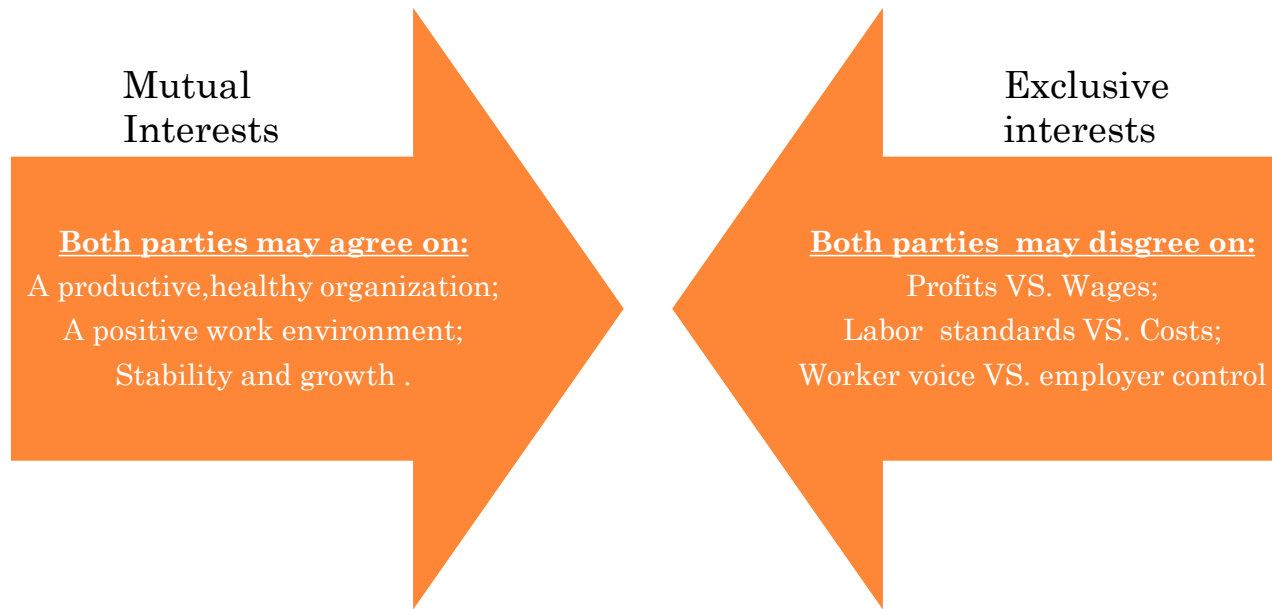
GOOD FAITH BARGAINING

- Collective Bargaining requires that both sides negotiate in “good faith.”
- “Bad faith” bargaining includes surface bargaining, refusal to meet, and unilateral actions



MUTUAL INTERESTS VS. EXCLUSIVE INTERESTS

- Collective Bargaining involves both mutual interests and exclusive interests.



- Collective Bargaining allows both sides to negotiate to arrive at a mutually agreeable resolution.

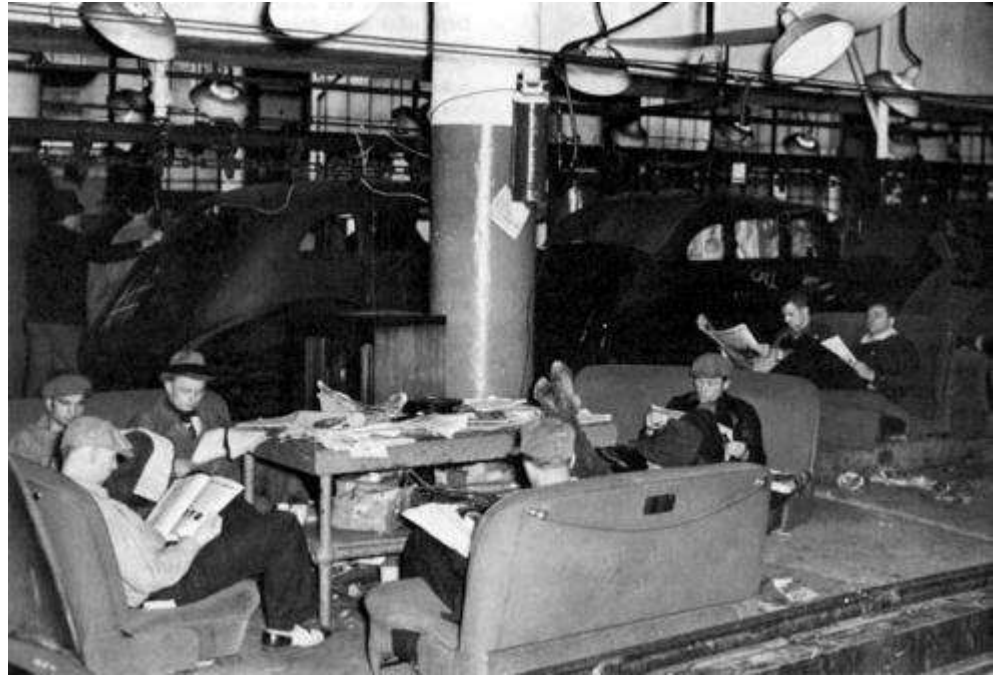


IMPASSE

- In the event an agreement cannot be reached, the alternatives include:
- Third Party Intervention: Mediation, Arbitration, Fact-Finding
- Strike or Lock-Out (Usually the last resort, if all else fails.)



EXAMPLES OF STRIKES:



Auto workers sit on car seats inside a GM factory in Flint during the 1937 UAW sit-down strike.



April 17, 2000
Janitors strike for contract in Los Angeles





On January 16, 2004, employees on strike from Vons and Ralphs were picketing in front of the Vons on Pacific Coast Highway in Pacific Palisades.



2012, strike at the LA/long beach port ,8 days

GLOBALIZATION AND GLOBAL LABOR SOLIDARITY

- The U.S. and China are the two largest economies in the world
- The same multinational corporations operate in both countries
- The interests of workers in both countries are the same



GROWING COOPERATION AND FRIENDSHIP BETWEEN LABOR UNIONS IN CHINA AND THE U.S.

- In 2007, partnership between L.A. County Federation of Labor and Shanghai Municipal Trade Union Council
- In 2008, partnership Between Shanghai Education Union and California Federation of Teachers



GROWING COOPERATION AND FRIENDSHIP BETWEEN LABOR UNIONS IN CHINA AND THE U.S.

- Participation by ACFTU in AFL-CIO Convention in September 2013
- Visit by AFL-CIO President Richard Trumka to China in October 2013
- Labor Scholar and Labor Union Exchange Project



*International
Labor Solidarity*

