

Objective: To examine the labor problems of the 1930's.

Do Now: What is a union, and what is their purpose?

Union - *an organization of workers formed to protect the rights and advance the interests of its members concerning wages, benefits, and working conditions*

LABOR UNIONS:

THE FOLKS WHO BROUGHT YOU THE WEEKEND.

CHILD LABOR LAWS, OVERTIME,

MINIMUM WAGE, INJURY PROTECTION,

WORKMENS COMPENSATION INSURANCE,

PENSION SECURITY, RIGHT TO ORGANIZE . .ETC.

Labor Reforms

Wagner Act (1935):

- Protected workers from unfair management practices

Ex.) firing a worker for joining a union



The Wagner Act was the single most important piece of labor legislation enacted in the United States in the 20th century. It was enacted to eliminate employers' interference with the organization of workers into unions.



- Guaranteed workers the right to collective bargaining
- * Union membership grew from 3 million to 9 million during the 1930's.
- * Unions increased their bargaining and political power.

Sitdown strikes were used successfully by workers when businesses refused to recognize their unions.

The 44-day Flint Sit-down Strike ended on Feb. 11, 1937. It established the UAW as the sole bargaining representative for workers at the world's largest corporation.





Flint sit-downers reading and relaxing

Fair Labor Standards Act (1938):

- Set a minimum wage at 40 cents an hour
- Set the maximum workweek to 44 hours and the minimum working age to 16 in certain industries.



*The worst thief is he
who steals the playtime
of children.*
WDHAYWOOD.

JOIN THE I W W AND HELP PUT THE THIEVES TO WORK

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

FEDERAL MINIMUM WAGE

\$5.85 PER HOUR

BEGINNING JULY 24, 2007

\$6.55 PER HOUR

BEGINNING JULY 24, 2008

\$7.25 PER HOUR

BEGINNING JULY 24, 2009

OVERTIME PAY At least $1\frac{1}{2}$ times your regular rate of pay for all hours worked over 40 in a workweek.

YOUTH EMPLOYMENT An employee must be at least **16** years old to work in most non-farm jobs and at least **18** to work in non-farm jobs declared hazardous by the Secretary of Labor.

Youths **14** and **15** years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs under the following conditions:

No more than

- 3 hours on a school day or 18 hours in a school week;
- 8 hours on a non-school day or 40 hours in a non-school week.

Also, work may not begin before **7 a.m.** or end after **7 p.m.**, except from June 1 through Labor Day, when evening hours are extended to **9 p.m.** Different rules apply in agricultural employment. For more information, visit the YouthRules! Web site at www.youthrules.dol.gov.

TIP CREDIT Employers of "tipped employees" must pay a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make up the difference. Certain other conditions must also be met.

ENFORCEMENT The Department of Labor may recover back wages either administratively or through court action, for the employees that have been underpaid in violation of the law. Violations may result in civil or criminal action.

Civil money penalties of up to \$11,000 per violation may be assessed against employers who violate the youth employment provisions of the law and up to \$1,100 per violation against employers who willfully or repeatedly violate the minimum wage or overtime pay provisions. This law prohibits discriminating against or discharging workers who file a complaint or participate in any proceedings under the Act.

ADDITIONAL INFORMATION

- Certain occupations and establishments are exempt from the minimum wage and/or overtime pay provisions.
- Special provisions apply to workers in American Samoa and the Commonwealth of the Northern Mariana Islands.
- Some state laws provide greater employee protections; employers must comply with both.
- The law requires employers to display this poster where employees can readily see it.
- Employees under 20 years of age may be paid \$4.25 per hour during their first 90 consecutive calendar days of employment with an employer.
- Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labor.



For additional information:

1-866-4-USWAGE

(1-866-487-9243)

TTY: 1-877-889-5627



WWW.WAGEHOUR.DOL.GOV

FEDERAL MINIMUM HOURLY WAGE RATES UNDER THE FAIR LABOR STANDARDS ACT:

OCT. 24, 1938 \$0.25
OCT. 24, 1939 \$0.30
OCT. 24, 1945 \$0.40
JAN. 25, 1950 \$0.75
MAR. 1, 1956 \$1.00
SEPT. 3, 1961 \$1.15
SEPT. 3, 1963 \$1.25
SEPT. 3, 1964 \$1.15
SEPT. 3, 1965 \$1.25
FEB. 1, 1967 \$1.40
FEB. 1, 1968 \$1.60
FEB. 1, 1969 \$1.30
FEB. 1, 1970 \$1.45

FEB. 1, 1971 \$1.60
MAY 1, 1974 \$2.00
JAN. 1, 1975 \$2.10
JAN. 1, 1976 \$2.30
JAN. 1, 1977 \$2.30
JAN. 1, 1978 \$2.65
JAN. 1, 1979 \$2.90
JAN. 1, 1980 \$3.10
JAN. 1, 1981 \$3.35
APR. 1, 1990 \$3.80
APR. 1, 1991 \$4.25
OCT. 1, 1996 \$4.75
SEPT.1, 1997 \$5.15

*Business leader's
opposition to FDR
and his New Deal
intensified in
1934 and 1935.*



The New Deal: Good or Bad?

New Deal Critics:

- People worried about the increased power of the government.
- The New Deal used deficit spending, causing a large increase in the national debt.
- Business leaders thought that unions had become too powerful.

New Deal Supporters:

- New Deal programs were necessary for the public good.
- They believed that industries needed to be regulated by the government in order to prevent another depression.