



American Labor

Merit Badge Workbook

This workbook is not required but is designed to help you with this merit badge. No one can add or subtract from the Boy Scout Requirements #33215. Use page backs & add pages as needed. Please send comments to: craig@craiglincoln.com. Requirements revised: 2006, Workbook Updated: January 2006.

Scout's Name: _____ Unit: _____

Counselor's Name: _____ Counselor's Ph #: _____

1. Using resources available to you, learn about working people and work-related concerns. _____

List and briefly describe or give examples of at least EIGHT concerns of American workers. These may include, but are not limited to, working conditions, workplace safety, hours, wages, seniority, job security, equal opportunity employment and discrimination, guest workers, automation and technologies that replace workers, unemployment, layoffs, outsourcing, and employee benefits such as health care, child care, profit sharing, and retirement benefits.

1 _____

2 _____

3 _____

4 _____

5 _____

6 _____

7 _____

8 _____

2. *With your counselor's and parent's approval and permission*, visit the office or attend a meeting of a local union, a central labor council, or an employee organization, or contact one of these organizations via the Internet. Then do EACH of the following:

a. Find out what the organization does. _____

b. Share the list of issues and concerns you made for requirement 1. Ask the people you communicate with which issues are of greatest interest or concern to them and why. _____

c. Draw a diagram showing how the organization is structured, from the local to the national level, if applicable.

3. Explain to your counselor what labor unions are, _____

what they do, _____

and what services they provide to members. _____

In your discussion, show that you understand the concepts of labor, _____

management, _____

collective bargaining, _____

negotiation, _____

union shops, _____

open (nonunion) shops, _____

grievance procedures, _____

mediation, _____

arbitration, _____

work stoppages, _____

strikes, _____
and lockouts. _____

4. Explain what is meant by the adversarial model of labor-management relations, _____

compared with a cooperative-bargaining style. _____

5. Do ONE of the following:

a. Develop a time line of significant events in the history of the American labor movement from the 1770's to the present.

| 1770's | 1800-1849 | 1850-1899 | 1900-1949 | 1950-1999 | 2000-today |
|--------|-----------|-----------|-----------|-----------|------------|
| | | | | | |

-OR- b. Prepare an exhibit, a scrapbook, or a computer presentation, such as a slide show, illustrating three major achievements of the American labor movement and how those achievements affect American workers.

-OR- c. With your counselor's and parent's approval and permission, watch a movie that addresses organized labor in the United States. Afterward, discuss the movie with your counselor and explain what you learned.

-OR- d. Read a biography (with your counselor's approval) of someone who has made a contribution to the American labor movement. Explain what contribution this person has made to the American labor movement.

6. Explain the term globalization. _____

Discuss with your counselor some effects of globalization on the workforce in the United States. _____

Explain how this global workforce fits into the economic system of this country. _____

7. Choose a labor issue of widespread interest to American workers-an issue in the news currently or known to you from your work on this merit badge. _____

Before your counselor, or in writing, argue both sides of the issue, first taking management's side, _____

then presenting labor's or the employee's point of view. _____

In your presentation, summarize the basic rights and responsibilities of employers and employees, including union members and nonunion members.

Employers' rights _____

Union Employee rights _____

Non-union Employee rights _____

8. Discuss with your counselor the different goals that may motivate the owners of a business, its stockholders, its customers, its employees, the employees' representatives, the community, and public officials. _____

Explain why agreements and compromises are made _____

and how they affect each group in achieving its goals. _____

9. Learn about opportunities in the field of labor relations. Choose one career in which you are interested and discuss with your counselor the

major responsibilities of that position _____

and the qualifications, _____

education, _____

and training such a position requires. _____
