

Completed Worksheet

Weapons Used by Employers and Unions

Employer Weapons	Union Weapons
AT-WILL EMPLOYMENT: Employer can terminate employee for any reason, so long as it is not an illegal reason (such as firing someone based on race or sex).	BOYCOTT: Workers and sympathizers refuse to buy the products of a company which is in a dispute with its workers.
BLACKLIST: A list of the names of employees who are union activists, used to deny them work.	CHECK-OFF: Deductions are regularly taken from a worker's paycheck to cover union dues.
COMPANY UNIONS: Company-controlled organization for handling workers' grievances that mimics an employee union.	CLOSED SHOP: A company may hire only union members.
INDIVIDUAL BARGAINING: Negotiations and agreements made separately with individual workers.	COLLECTIVE BARGAINING: Negotiations and agreements made by elected representatives of all union members.
INJUNCTION: Court order which stops workers from picketing or striking.	DIRECT POLITICAL ACTION: Official union endorsement of a political candidate.
LAWS LIMITING UNION ACTIVITIES: Rules or laws which curtail union activities, such as rules against recruiting union members on company property and/or during working hours.	FAVORABLE LABOR LEGISLATION: Rules or laws which meet union demands, such as laws limiting the hours of work and requiring safe working conditions.
LOCKOUT: The closing of a factory and denial of work designed to force employees to agree to employer demands.	FEATHER-BEDDING: The creation or maintenance of work where profit-wise, there is none; can involve the slowing down of work or the continuation of jobs which are subject to technological unemployment (e.g., train engineers and conductors who kept their jobs after train cabooses no longer required their services).
OPEN SHOP: Employer may hire both union and nonunion labor.	LOBBYING: Union efforts to influence lawmakers.
OUTSOURCING: Removing portions of the factory's production to other firms (typically nonunionized) in order to reduce the amount of work done by unionized employees.	PICKETING: Union members and their supporters walk around the perimeter of a factory or business to discourage strikebreakers from entering the structure as well as to urge the public to support a boycott of the company.
RELOCATION: Company moves the factory to a location that has weaker or nonexistent unions.	SABOTAGE: Malicious destruction or willful waste of company property.
RIGHT-TO-WORK LAWS: Laws that allow workers to get and keep a job regardless of union membership.	STRIKES: Organized work stoppages.
WELFARE CAPITALISM: Provision of benefits to employees to dissuade workers from joining a union.	UNION LABEL: Seal placed on manufactured goods to indicate that the goods were manufactured using union labor.
YELLOW-DOG CONTRACT: Agreement between employee and employer that employee will not join a union.	UNION SHOP: All employees of the shop must join the union within 30 days of starting work there.