Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Period: \_\_\_\_\_\_\_

**Industrialization Era  
Working Conditions and the Rise of Labor Unions**

***During the Industrial Revolution***

* The introduction of factories and new mills led to more employment opportunities
* Children (starting as young as four) were expected to contribute to the family
* Women and children began to work in factories, mills, and mines
* The new jobs that the Industrial Revolution brought had high risks and were dangerous

***Working Conditions***

* An average work day was ten hours long with few breaks and strict rules to follow
* Many died from gas explosions, lung cancer (from pollution such as fumes and toxins) among other diseases
* Long periods of standing caused the knees to become weak and turn inwards, which became known as knock-knees
* Dust floating in the air from cotton fibers were inhaled over long periods of time causing tuberculosis, bronchitis, and asthma

***Triangle Shirt Waist Factory***

* Working Conditions:
  + Natural light
  + Noisy
  + Few restroom breaks allowed
  + Crowded
  + Smoking allowed
  + 2 exits
    - 1 narrow entry/exit unlocked to prevent stealing
    - 1 entry/exit locked to keep employees working

***Triangle Shirt Waist Factory (con’t)***

* Work Week
  + 6 days (7 days if very busy)
  + 10 hours/day (12-14 hours/day if busy)
* Pay – $9-12/week based on experience
* Vacation Time – none
* Sick Time – unpaid
* Supplies – charged for use of stools and coat locker ($1/week), electricity and thread ($1/week)
* Breaks – one 20 minute meal break

***Why was there a drastic increase in child labor during the Industrial Revolution?***

* It was cheaper to have children workers than adults
* Physical strength was not always necessary (unlike working on a farm)
* Small hands were needed to work in the mills

***The Rise of Labor Unions***

* To try to improve working conditions, some workers formed unions.
* A Union is an organization of workers.
* Union members represent employees, and they meet with management/employers to negotiate better conditions
  + Example: overtime pay after 40 hrs/week

***Labor Unions***

* A union may use strikes, collective bargaining, and other action to improve workers’ rights.
* A strike occurs when workers stop working until their demands are met. Strikes were sometimes successful.
* Collective bargaining is the name given to the negotiations between company managers and representatives of a group of employees.

***Labor Union Achievements - (A Partial List)***

* End child labor
* Establish the 8 hour work day and paid overtime
* Win workers' compensation benefits for workers injured on the job
* Secure unemployment insurance for workers who lose their jobs
* Secure a guaranteed minimum wage
* Improve workplace safety and reduce on the job fatalities
* Win health care insurance for workers
* Win paid sick leave, vacations, and holidays as standard benefits for most workers

***Labor Unions Today***

* Today, unions continue to serve the same purpose for which they were originally founded.
* Current union agendas include increasing wages, raising the standard of living for the working class, ensuring safe working conditions, and increasing benefits for both workers and their families.
* In 2013, the union membership rate (the percent of wage and salary workers who were members of unions) was 11.3 % – down from 20.1% in 1983
* Among states, New York continued to have the highest union membership rate (24.4 percent), and North Carolina had the lowest rate (3.0 percent).