

A trade union, also called a labour union or labor union (), is an organization of workers who have come together to achieve many common goals, such as protecting the integrity of its trade, improving safety standards, and attaining better wages, benefits (such as vacation, health care, and retirement), and working conditions through the increased bargaining power wielded by the creation of a.

Visit Website Did you know? In 1880, 12 percent of American workers belonged to unions. The early labor movement was, however, inspired by more than the immediate job interest of its craft members. It harbored a conception of the just society, deriving from the Ricardian labor theory of value and from the republican ideals of the American Revolution, which fostered social equality, celebrated honest labor, and relied on an independent, virtuous citizenship. Most notable were the National Labor Union, launched in 1869, and the Knights of Labor, which reached its zenith in the 1880s. But contemporaries saw no contradiction: The two were held to be strands of a single movement, rooted in a common working-class constituency and to some degree sharing a common leadership. But equally important, they were strands that had to be kept operationally separate and functionally distinct. During the 1890s, that division fatally eroded. Despite its labor reform rhetoric, the Knights of Labor attracted large numbers of workers hoping to improve their immediate conditions. As the Knights carried on strikes and organized along industrial lines, the threatened national trade unions demanded that the group confine itself to its professed labor reform purposes; when it refused, they joined in December 1894 to form the American Federation of Labor (AFL). The new federation marked a break with the past, for it denied to labor reform any further role in the struggles of American workers. In part, the assertion of trade union supremacy stemmed from an undeniable reality. As industrialism matured, labor reform lost its meaning—hence the confusion and ultimate failure of the Knights of Labor. Marxism taught Samuel Gompers and his fellow socialists that trade unionism was the indispensable instrument for preparing the working class for revolution. The AFL asserted as a formal policy that it represented all workers, irrespective of skill, race, religion, nationality, or gender. But the national unions that had created the AFL in fact comprised only the skilled trades. Almost at once, therefore, the trade union movement encountered a dilemma: As sweeping technological change began to undermine the craft system of production, some national unions did move toward an industrial structure, most notably in coal mining and the garment trades. But most craft unions either refused or, as in iron and steel and in meat packing, failed to organize the less skilled. And since skill lines tended to conform to racial, ethnic, and gender divisions, the trade union movement took on a racist and sexist coloration as well. For a short period, the AFL resisted that tendency. Formally or informally, the color bar thereafter spread throughout the trade union movement. In 1900, blacks made up scarcely 3 percent of total membership, most of them segregated in Jim Crow locals. In the case of women and eastern European immigrants, a similar devolution occurred—welcomed as equals in theory, excluded or segregated in practice. Only the fate of Asian workers was unproblematic; their rights had never been asserted by the AFL in the first place. But the organizational dynamism of the labor movement was in fact located in the national unions. Only as they experienced inner change might the labor movement expand beyond the narrow limits—roughly 10 percent of the labor force—at which it stabilized before World War I. Partly because of the lure of progressive labor legislation, even more in response to increasingly damaging court attacks on the trade unions, political activity quickened after 1900. Henceforth it would campaign for its friends and seek the defeat of its enemies. This nonpartisan entry into electoral politics, paradoxically, undercut the left-wing advocates of an independent working-class politics. That question had been repeatedly debated within the AFL, first in favor of Socialist Labor party representation, then in favor of an alliance with the Populist party, and after 1900 in favor of affiliation with the Socialist party of America. Although Gompers prevailed each time, he never found it easy. In response, the trade unions abandoned the Progressive party, retreated to nonpartisanship, and, as their power waned, lapsed into inactivity. It took the Great Depression to knock the labor movement off dead center. The discontent of industrial workers, combined with New Deal collective bargaining legislation, at last brought the great mass production industries within striking distance. Lewis of the United Mine Workers and

his followers broke away in and formed the Committee for Industrial Organization cio , which crucially aided the emerging unions in auto, rubber, steel, and other basic industries. In the cio was formally established as the Congress of Industrial Organizations. By the end of World War II , more than 12 million workers belonged to unions, and collective bargaining had taken hold throughout the industrial economy. In politics, its enhanced power led the union movement not to a new departure but to a variant on the policy of nonpartisanship. Not only did the cio oppose the Progressive party of , but it expelled the left-wing unions that broke ranks and supported Henry Wallace for the presidency that year. The formation of the aflâ€”cio in visibly testified to the powerful continuities persisting through the age of industrial unionism. Above all, the central purpose remained what it had always beenâ€”to advance the economic and job interests of the union membership. Collective bargaining performed impressively after World War II, more than tripling weekly earnings in manufacturing between and , gaining for union workers an unprecedented measure of security against old age, illness, and unemployment, and, through contractual protections, greatly strengthening their right to fair treatment at the workplace. But if the benefits were greater and if they went to more people, the basic job-conscious thrust remained intact. Nothing better captures the uneasy amalgam of old and new in the postwar labor movement than the treatment of minorities and women who flocked in, initially from the mass production industries, but after from the public and service sectors as well. Thus the leadership structure remained largely closed to minoritiesâ€”as did the skilled jobs that were historically the preserve of white male workersâ€”notoriously so in the construction trades but in the industrial unions as well. Yet the aflâ€”cio played a crucial role in the battle for civil rights legislation in . That this legislation might be directed against discriminatory trade union practices was anticipated and quietly welcomed by the more progressive labor leaders. But more significant was the meaning they found in championing this kind of reform: From the early s onward, new competitive forces swept through the heavily unionized industries, set off by deregulation in communications and transportation, by industrial restructuring, and by an unprecedented onslaught of foreign goods. As oligopolistic and regulated market structures broke down, nonunion competition spurted, concession bargaining became widespread, and plant closings decimated union memberships. The once-celebrated National Labor Relations Act increasingly hamstrung the labor movement; an all-out reform campaign to get the law amended failed in . And with the election of Ronald Reagan in , there came to power an anti-union administration the likes of which had not been seen since the Harding era. Between and , union membership fell by 5 million. Only in the public sector did the unions hold their own. By the end of the s, less than 17 percent of American workers were organized, half the proportion of the early s. Swift to change the labor movement has never been. But if the new high-tech and service sectors seemed beyond its reach in , so did the mass production industries in . And, as compared to the old afl, organized labor is today much more diverse and broadly based: And, with collective bargaining in retreat, declining living standards of American wage-earning families set in for the first time since the Great Depression. The union movement became in the s a diminished economic and political force, and, in the Age of Reagan, this made for a less socially just nation.

Chapter 2 : Organized Sector Workers | National Portal of India

For many, figuring out how to get organized at work can be a daily struggle. Papers pile up, sticky notes multiply and emails flood your inbox faster than you can sort through them.

We have systems in place for carrying out our work and regular planning ensures we keep priorities at the forefront. Achieving success comes from working proactively to drive business forward. Here are my top tips to bring order to your business life: If your productivity has plummeted, perhaps your workspace is letting you down. Cull ruthlessly Pare down documents, supplies and stationery to the bare essentials. A few carefully selected ornaments to personalise are fine, but avoid too many. Location, location, location Create consistent homes for all work materials to make retrieval easy. Choose locations logically based on where you tend to use the items, for example store spare copy paper near the printer. Move outside your immediate reach anything you use infrequently. Containers can help you process paperwork by directing your workflow in a methodical, productive manner. Filing Be brutally honest about what you need to keep. Why would I need this in future? Is it information I could obtain online or otherwise? Put paperwork you do keep in good-quality folders and label them clearly. Effective Planning Plan your work; work your plan. Time spent planning saves untold hours in execution. Implementing regular planning strategies will sharpen your focus, thereby keeping you on track: Daily planning Start planning today for tomorrow. Near the close of each workday implement a minute routine as part of your shut-down to wrap up loose ends and prioritise key tasks. Ensure your plan is workable. A good plan for tomorrow allows you to clear your head and enjoy your evening. Weekly power hour Once a week ring-fence a minute appointment with yourself for larger scale planning and review. Keep this appointment with yourself and treat the time as sacrosanct. Organisation in practice A sports physician and client of mine, Dr Cath Spencer-Smith, agrees whole heartedly. Her time was stretched across clinics, lectures, meetings and other demands. However, she needed time for the forward planning of her practice. Shifting her schedule opened two half-days a month. While her instinct was to replace the time with a clinic, she instead used it to review her business. The time falls in the morning, when she is most productive. She reflects on her practice, identifies new business, notes viable contacts, and plans accordingly. Staying organised This requires ongoing effort. The key is to remain focused on the benefits it brings to your business success. Spend a few minutes each day restoring order to your workspace. Perform your daily planning without fail. Remember, circumstances and priorities change. Cory Cook is the managing director of Cory Cook Ltd. Read more stories like this:

Chapter 3 : Portal:Organized Labour - Wikipedia

3 Comments for "Reader question: the organized shift worker" posted by Lisa on February 24, There are lots of ways that being organized and uncluttered can help in a shift-work type job.

How to Organize Your Office for Maximum Productivity Having an optimal workspace can greatly affect your productivity. Here is what you should do. Getty Images Where you work affects how you work. Working in a cluttered, messy, or distracting environment will affect your work, and probably in a negative way. Even though your work revolves around a computer, your office as a whole should help you to be as productive as possible. A well-organized office has huge benefits. In the first place, it provides a feeling of control and competence, which leads to higher levels of productivity. Your organized office can absorb the incoming work, and position you for success. Depending on the condition of your office, the purge could take anywhere from a few hours to a whole day. The final goal of the purge is to have an office that is completely free of clutter. Create a catch-it space Every office needs a place to catch incoming junk. There are three main types of junk that flow into an office: A catch-it space should be set up in the most obvious area of your office. If you have a door, create your catch-it space to the right of the door. A catch-it space should have: Your catch-it space helps you keep your office clean with little effort. Keep your desktop clear of clutter The most important physical space in an office is the desktop. Most people find that they are most productive when working at a desktop that is free of clutter. Other people, mostly creative types, thrive in a setting that is disorderly. If you have a penchant for the creative and a secret love for the disorder, then do what suits you. Some entrepreneurs, famously including Tony Hsieh, love a messy desk. Our work styles are reflected by our work surroundings; a clean workspace creates a productive workflow. Place two document trays on your desk A two-tray system is the simplest and most effective for handling incoming paper. The system works like this: All new, unread, or unopened documents go in the new tray. This tray is for the benefit of people who wander into your office to toss stuff on your desk. Point to the tray. The new tray is for things that you still have to deal with. Create two zones Not all work is created equal. You should approach office organization with this two-zone perspective. This is your traditional desktop. This is where you go to do non-computer stuff. It could be the same desk, but simply another area that is cleared of monitors, cords, and chargers. Place physical objects into drawers or organizing trays Most offices need a few supplies. Even Andrew Hyde, the extreme minimalist who stripped his possessions down to 15 things, needs a place to put his iPhone, chargers, earphones, camera, sunglasses, and wallet. Whether you have 15 items or, you need a place to put it all--a place that is out of sight. A desk drawer is the logical place. Avoid the temptation to keep your cute stapler, fashionable tape dispenser, and adorable paper clip holder on top of your desk. For the most part, these supplies need to be stored in an organized and accessible place like a drawer. Most of the paper that comes into an office can be discarded or digitized rather than filed. Because a large trashcan is more visible, you tend to think of it more often. One of the worst forms of office clutter is a trashcan that reached its capacity three days ago. Make sure to recycle! Conclusion Be sure to combine your personal productivity system with your office organization method. Some productivity methods recommend a certain approach to organizing your office. The longer you wait, the more time you waste. What methods do you use to create an organized office space? Dec 4, More from Inc.

Chapter 4 : 3 Ways to Get Organized and Concentrate on Your Work - wikiHow

Organized labor is an association of workers united as a single, representative entity for the purpose of improving the workers' economic status and working conditions through collective.

The first identifiable labour strike dates from 1785, when journeymen tailors in New York City stopped work to resist a pay cut. Sustained labour organization began with the Federal Society of Journeymen Cordwainers shoemakers in Philadelphia in 1791. In Canada, these developments were slower to emerge: The first national union of locals in a single trade to survive, the National Typographical Union, was formed in 1851 in the United States. Like other national unions that followed, it chartered locals in Canada as well; this led to its renaming in 1867 as the International Typographical Union – a designation that became common in North American unionism. Rooted as it was in the preindustrial trades, this early trade unionism did not lose its essential craft character with the onset of industrialization. Mule spinners, molders, machinists, and iron puddlers and rollers were employing new skills, and they functioned in a factory context, but they had much the same collective concerns as did traditional craftsmen and fitted readily into the emergent trade-union structure. But job consciousness, powerful though it was, by no means constituted the sole, or even predominant, inspiration for collective activity. Historical research on working-class life has demonstrated that labour consciousness was a complex phenomenon, rooted in distinctive structures of culture, community, and ideology as well as in craft identity. American workers of the Jacksonian era adhered to a conception of artisan republicanism, which celebrated producerist values and the republican ideals of the American Revolution. But contemporaries saw no contradiction here: While the two were accepted as strands of a single labour movement, however, it was well understood that they were strands that had to be kept operationally apart. During the 1850s, that functional separation began to break down. The international craft unions, having by now emerged as the dominant element in the trade-union structure, became less tolerant of challenges to their jurisdictions and internal lines of authority. For its part, despite a robust labour-reform rhetoric, the Knights of Labor began to act increasingly like a rival trade-union movement, carrying on strikes and organizing workers along industrial rather than craft lines. When the Knights rejected a proposal reaffirming the historic separation of trade-union and labour-reform functions, the alarmed internationals joined in December 1869 and formed the American Federation of Labor AFL. But more important in the long run was the permanent stamp that the AFL made on the American labour movement. This was partly institutional: Labour reform was thenceforth denied any further role in the struggle of American workers. The weapons in that struggle were to be defined as economic and not political; the participants would be strictly wage workers organized along occupational lines; and the objective of trade unionism became exclusively the incremental achievement of higher wages and better working conditions. In Canada these American events had very considerable consequences. Given the sparse settlement and small industrial base, Canadian unions found it difficult to build a national structure of their own. An attempt initiated by the Toronto Trades Assembly in 1855 soon failed. It was also natural, given the colonial after 1763, dominion ties to Britain, for Canadian workers to look to English unions, and at least two groups – the carpenters and engineers – in fact built up sizable Canadian memberships after 1850. But the much more compelling links were to the United States, partly because labour markets in many skilled trades ignored the national boundaries and partly because the American unions were the readiest source of institutional assistance. By the end of the 1850s, as many as half the organized workers in Canada were in locals affiliated to internationals with headquarters in the United States. For some years, the TLC followed its own bent. The Knights of Labor had been highly successful in Canada, notably in Quebec. After virtually disappearing from the United States in the early 1850s, the Knights remained a considerable force in Canada, and, although strictly excluded from the AFL, were made welcome in the TLC. As late as 1880, moreover, its president was proposing that the Canadian branches break their links with the internationals, form their own national unions, and turn the TLC into a wholly Canadian movement. But in 1881 just the opposite transpired. The TLC expelled the Knights and adopted the AFL principle of opposition to dual unionism, which meant that the Canadian branches of the internationals gained a virtual monopoly on trade-union representation in the TLC. It became, in effect, the

Canadian wing of the American movement. Responding to Canadian political conditions, the TLC was somewhat more flexible than the AFL on issues of independent labour politics and state intervention, but, on the whole, American pure-and-simple unionism exerted the commanding influence on Canadian unionism in these years. Only in Quebec did a very different tradition assert itself. Here, following a lockout of boot and shoe workers in , the Roman Catholic church stepped in and, in accordance with the papal encyclical *Rerum Novarum* , encouraged the unionization of Quebec workers. Only after World War II did Quebec unionism shed its links to the church and evolve into a secular movement. The IWW had two sources. One was the socialist left wing, which had concluded that the AFL could not be captured and made over into the necessary trade-union base for socialist electoral politics. The second was a western brand of working-class radicalism forged by a decade of industrial war in the western mining states. The two groups proved incompatible, and the IWW, dominated by radicals from the Western Federation of Miners , drove out the socialists and committed itself to a syndicalist version of class war, in which political action was excluded. The IWW led a number of important strikes in the east between and , but its main theatre of operations was among western workers, including Canadians, in metal mining, lumber, transportation, and agriculture. During World War I , however, the IWW was violently suppressed, and it never regained the organizational momentum of its peak years between and Library of Congress, Washington, D. The Canadian version of western syndicalism sprang into life in , just as the IWW was expiring. This was the One Big Union OBU , which had its roots in a postwar labour disaffection from conventional trade unionism that was especially pronounced in western Canada. Structured more along geographic than along the industrial-union lines of the IWW, the OBU had its moment of glory in the Winnipeg General Strike of , and for a few years thereafter it virtually displaced the TLC as the dominant movement in the four western provinces. The OBU, despite its swift collapse, left behind a significant regional legacy: The syndicalist challenge stemmed, to some degree, from the failing fortunes of pure-and-simple unionism in the early decades of the 20th century. But the struggle for collective bargaining proved to be much harder than Gompers and other trade unionists had anticipated. Where competitive pressures were severe enough, as in bituminous coal mining, not even the most innovative and determined of union efforts at market control proved sufficientâ€”hence the collapse of the United Mine Workers of America UMWA in the s. Elsewhere, as in the metal-fabricating industries, the problem was the speed of technological innovation and, in particular, the perfection of mass-production methods, which undercut the role of craft workers. When an effort to find common ground in the Murray Hill agreement between the International Association of Machinists and the National Metal Trades Association failed within a year, the die was cast: As welfare capitalism took hold in the New Era of the s, the more advanced sectors of the industrial economy seemed quite beyond the reach of the AFL. Establishment of industrial unionism With the onset of the Great Depression in , the balance of forces in the United States shifted dramatically. To begin with, national politics became more favourable to organized labour. By now, moreover, key union leadersâ€”most important, John L. More commonly known as the Wagner Act , the latter legislation prohibited employers from interfering with the right of workers to organize and from dominating the organizations they established. It also defined the procedures by which, through majority rule, workers selected their bargaining agents; required employers to bargain with such agents to the end of reaching contractual agreements; and set up, through the National Labor Relations Board , quasi-judicial mechanisms for enforcement of the law. American employers lost the enormous power advantages they had enjoyed in the struggle over collective bargaining, but in exchange the labour movement conceded the highly prized independence from the state that was a core element of pure-and-simple unionism. At the same time, the New Deal moved to mitigate the market pressures that had driven the antiunionism of American employers. The NIRA legislation, through codes of fair competition, was designed to enable industries to cartelize their depression-ridden markets. The exchange was entirely deliberateâ€”granting representational rights to workers as a price for granting market controls to industry. As the basis of New Deal economic policy , this attempt at industrial stabilization lasted only two years, but the underlying linkage of labour rights and market benefits survived invalidation of the NIRA by the Supreme Court in The Wagner Act contained an explicit economic rationale: With federal macroeconomic policy as specified by the Employment Act of responsible for maintaining long-term demand, and price competition

firmly controlled by the restored oligopolistic structures of the major industries or, as in the transportation and communications sectors, by direct state regulation, the market-driven basis for American antiunionism seemed to have run its course in the postwar era. Much the same could be said for the labour-process basis for antiunionism in the key mass-production sectors. By the 1950s, the Taylorist crisis over job control had passed; what remained at issue was no longer whether managers had the authority to control the labour process but only how they would exercise it. There were compelling reasons, almost systemic in nature, for the formalization of labour-relations policies. For example, where tasks were subdivided and precisely defined, job classification necessarily followed, and from that in turn came the principle of pay equity. Time-and-motion study – another pillar of Taylorist management – meant objective, testable standards for setting the pace of work. Corporate commitment to this formalized system was imperfect, however, and broke down disastrously in the early years of the Great Depression. Consequently, between and after – before collective bargaining actually began – all the key elements of the modern workplace regime fell more or less into place: Corporate employers would have much preferred to keep this regime under nonunion conditions. Indeed, it had taken shape in the course of their efforts to implant so-called employee representation plans in 1937. But when that strategy failed, managers were prepared to have their workplace regimes incorporated into contractual relationships with independent unions within the terms of the Wagner Act. To fulfill its part in this process, the labour movement had first of all to adopt an industrial-union model. The problem was that the AFL was committed to a craft structure and, under its constitutional rules, lacked the means to compel member unions to cede jurisdictions they held over craft workers in the mass-production sector to the emerging industrial unions. Even then, once the CIO unions scored their dramatic unionizing victories in rubber, auto, and steel in 1936 and 1937, a second condition had to be met: World War II brought this second phase to completion. Under close wartime regulation, institutional relations between the CIO and corporate industry were solidified, and, after a strike wave tested the parameters of this relationship in the immediate postwar period, there ensued a system of industrywide collective bargaining that endured for the next 40 years. The industrial-union struggle spilled over from the United States into Canada. Only during World War II, however, did organizational realities begin to catch up with these superstructural developments. Although stirred by events south of the border, the Canadian movement did not experience a comparable surge of organization during the Great Depression. Only in February 1944 did the wartime administration of W. Mackenzie King issue Order in Council P. The Canadian version, however, allowed for a greater degree of public intervention in the bargaining process. During the war decade, the Canadian mass-production sector was rapidly organized by CIO unions. By the early 1950s the organizational situation was similar on both sides of the border. In both countries, one-third of the nonagricultural labour force was unionized. In both countries, the industrial-union federations peaked at roughly two-thirds the size of their longer established craft rivals. At the onset of the Cold War, an internal crisis over Communist participation gripped the labour movements of both countries. Although somewhat different in its details, the outcome was identical on both sides of the border – the expulsion of Communist-dominated unions in 1950. At that point, 70 percent of all Canadian unionists belonged to international unions with headquarters in the United States. The 1950s can be said to mark the apex of this historical tendency toward an integrated Canadian-American movement. Decline and divergence Beginning in the 1960s, the fortunes of the two movements diverged. In the United States, market pressures steadily eroded the postwar collective-bargaining system. In auto, steel, and clothing, the problem was intensifying foreign competition; in communications, trucking, railroads, and airlines, it was federal deregulation in the 1970s; and elsewhere, as in mining, retailing, and meat processing, a host of nonunionized domestic competitors entered the field. Meanwhile, a structural shift occurred toward a service economy, narrowing the established union base in the goods-producing sectors:

Chapter 5 : Timeline of labor issues and events - Wikipedia

The labor movement in the United States grew out of the need to protect the common interest of workers. For those in the industrial sector, organized labor unions fought for better wages.

Chapter 6 : Organized labour - The United States and Canada | racedaydvl.com

An organized desk will look pretty and you will know where everything is, but on a bigger note, it will keep you completely organized with your mind and your things.

Chapter 7 : 5: Tidy Up Your Desk (Or Not) - 5 Tips for Getting Organized at Work | HowStuffWorks

The action was precipitated by a strike when workers' demands (including improvements to safety and working conditions at the local copper mines, an end to discrimination against labor organizations and unequal treatment of foreign and minority workers, and the institution of a fair wage system) went unmet. The "deportation" was organized by.

Chapter 8 : Organized Labor

Badly organized people tend to have one massive email inbox, and it is the plague of their lives. Create folders with titles that match your major responsibilities. Sort through your inbox and stow every message in the one that fits.

Chapter 9 : Being an organized worker is essential in today's market - Unclutterer

Making these breaks a routine increases predictability, creating a regular schedule to keep your mind organized. If you can afford it, take a to minute power nap after lunch, too. Next Slide.