This course provides an overview of the development, organization, and function of trade unions in the United States. Drawing on a variety of disciplines such as labor history, labor law, industrial sociology, political science, and labor economics, we will explore the historical evolution, legal framework, internal structure, daily practice, economic impact, social composition, and political behavior of trade unions. We will pay close attention to how trade unions both shape contemporary American society and are shaped by forces from the society as well.

The following books are required reading for this course. They are available for purchase at the University Bookstore. There are also copies on reserve in the College Library, Helen C. White Hall.

Foster Rhea Dulles and Melvyn Dubofsky, *Labor in America: A History*

Marten Estey, *The Unions*

Richard B. Freeman and James L. Medoff, *What Do Unions Do?*

Additional readings are marked by the letter "P". They are available in a packet of photocopies for you to purchase at Kinko's (620 University Avenue). Copies are also on reserve at the College Library.

There will be three exams in this course, two during the semester and a final. Each exam will be take-home and open-book, based on short identifications and longer essay questions. The first exam will be distributed in class on Tuesday, October 9th; and it will be due in class on Thursday, October 18th. The second exam will be distributed in class on Thursday, November 8th; and it will be due in class on Tuesday, November 20th. The final exam will be distributed in class on Tuesday, December 4th; and it will be due in mailbox 5024, Humanities Building, at 12:25 pm on Sunday, December 16th. There will be no extensions for any of these due dates.
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<tr>
<th>Date</th>
<th>Topic</th>
<th>Reading</th>
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<tbody>
<tr>
<td>September 4</td>
<td>Introduction to the Course</td>
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<tr>
<td></td>
<td>History of Trade Unionism</td>
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<td>September 11</td>
<td>Emergence of National Unions: The Knights of Labor and the AFL</td>
<td>Dulles and Dubofsky, pp. 120-156</td>
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<td>September 13</td>
<td>Unions in War and Peace</td>
<td>Dulles and Dubofsky, pp. 215-237, 248-250</td>
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<td>September 18</td>
<td>Unions, the Depression, and the New Deal</td>
<td>Dulles and Dubofsky, pp. 250-264, 272-312</td>
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<td>September 20</td>
<td>Jewish New Year--no class</td>
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<td>September 25</td>
<td>Unions in War and Peace (Again)</td>
<td>Dulles and Dubofsky, pp. 313-342, 356-362</td>
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<td>September 27</td>
<td>The Great Bargain</td>
<td>David Brody, <em>Workers in Industrial America</em>, pp. 173-214 (P)</td>
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<td>October 2</td>
<td>Collapse of the Post-War Industrial Order</td>
<td>Dulles and Dubofsky, pp. 363-370, 378-380, 385-400</td>
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<td>Legal Framework of Trade Unionism</td>
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<td>October 4</td>
<td>Historical Struggle for Labor Law</td>
<td>Dulles and Dubofsky, pp. 187-195, 240-241</td>
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<td>Marten Estey, <em>The Unions</em>, pp. 104-111</td>
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<td>October 9</td>
<td>New Deal Labor Legislation</td>
<td>Dulles and Dubofsky, pp. 264-271</td>
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<td>Estey, pp. 112-115</td>
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<td>October 11</td>
<td>Institutionalization of Labor Law</td>
<td>Dulles and Dubofsky, pp. 343-351, 370-371</td>
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<td>Estey, pp. 117-129</td>
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<td>Estey, pp. 116-117</td>
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</table>

*Note: P indicates materials should be purchased.*
Structure and Function of Trade Unions

October 18
EXAM DUE
Unions in Action: Organizing
reading: Estey, pp. 74-80, 85-87, 89-96, 98-102
Michael Yates, Labor Law Handbook, pp. 96-102, 104-107 (P)

October 23
Unions in Action: Organizational Structure, Governance, and Internal Politics
reading: Estey, pp. 43-64, 87-89

October 25
Unions in Action: Bargaining and Contracts
reading: Burtt, pp. 191-213, 246-250, 312-314 (P)
Estey, pp. 64-74, 81-85, 131-133, 135
Yates, pp. 109-111 (P)

October 30
Unions in Action: Services to Membership
reading: Freeman and Medoff, pp. 68-69, 74-77, 126-128, 133-135
Yates, pp. 125-128, 129-131 (P)

November 1
Unions in Action: Grievances and Arbitration
reading: Burtt, pp. 213-215, 298-307, 314-316 (P)
Yates, p. 112 (P)

November 6
Unions in Action: Strikes
reading: Burtt, pp. 297-298, 316-317 (P)
Estey, pp. 140-141
Freeman and Medoff, pp. 217-220
Yates, pp. 112-125 (P)

Economics of Trade Unionism

November 8
Unions and the Labor Market
reading: Freeman and Medoff, pp. 150-161

November 13
Unions and Wages
reading: Estey, pp. 137-139
Freeman and Medoff, pp. 43-68, 70-74, 78-93, 129-133

November 15
Unions, Quits, Layoffs and Dismissals
reading: Freeman and Medoff, pp. 94-126

November 20
EXAM DUE
Unions, Productivity and Profits
reading: Freeman and Medoff, pp. 162-190

November 22
Thanksgiving--no class

November 27
Unions and Worker Satisfaction
reading: Freeman and Medoff, pp. 136-149
Social and Political Dynamics of Trade Unions

November 29  Unions and the Changing Composition of the American Workforce
reading: Philip Foner, Organized Labor and the Black Worker, pp. 397-424 (P)
Ruth Milkman, "Women Workers, Feminism, and the Labor Movement Since the 1960s," (P)

December 4  Unions and the Challenges of Affirmative Action and Comparable Worth
reading: Deborah E. Bell, "Unionized Women in State and Local Government" (P)
Burtt, pp. 254-256 (P)
AFL-CIO Executive Council Report on Civil Rights, 1975 (P)

December 6  Unions as Political Institutions
reading: Freeman and Medoff, pp. 191-206

December 11  Unions in the American Political Arena
reading: David Brody, Workers in Industrial America, pp. 215-257 (P)

December 13  Final Reflections on the Present and Future of Trade Unionism
reading: Freeman and Medoff, pp. 3-25, 221-251

Final Exam due on Sunday, December 16th, 12:25 pm in mailbox 5024, Humanities Building. No extensions.