



It is essential that there should be organization of labor. This is an era of organization. Capital organizes and therefore labor must organize.

— *Theodore Roosevelt* —

AZ QUOTES

AMERICAN LABOR LAWS

1914: THE CLAYTON ACT

The act state that *"the labor of a human being is not a commodity or article of commerce,"* and provided further that nothing contained in the Federal anti-trust laws:

Shall be construed to forbid the existence and operation of labor organizations nor shall such organizations, or members thereof, be held or construed to be illegal combinations or conspiracies in restraint of trade under the anti-trust laws.

1931: THE DAVIS-BACON ACT

Required that contracts for construction entered into by the Federal Government specify the minimum wages to be paid to persons employed under those contracts.

FAIR LABOR STANDARDS ACT



- 1935 The Wagner Act
- 1947 The Taft-Hartley Act
- 1959 Landrum-Griffin Act

JANUS VS ASFCME

- US Supreme Court decided in 2018 it was not permissible to require employees to pay their fair share as a condition of employment.
- Result: Employees covered under a CBA do not have to pay their Fair Share but must receive the same bargained benefits.
- The Union continues to be their exclusive representative – meaning they are also entitled to a Union representation for disciplinary and other matters.

POLITICS AND UNION MEMBERS: 10 RULES

- 1. Issues come first, not the candidates and parties.
- 2. Members want information, not voting instructions.
- 3. Present information credibly and objectively.
- 4. Downplay partisan rhetoric.
- 5. Unions should be watchdogs that hold politicians accountable.

POLITICS AND UNION MEMBERS: 10 RULES

- 6. Members want unions to tackle issues that affect them the most and fight for populist values.
- 7. Union communication should be “of, by and for” the members.
- 8. Education leads to persuasion and participation.
- 9. Members are best reached by a combination of methods.
- 10. Personalize the message to the particular union audience.