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Submission date: 21-Nov-2018 08:24PM (UTC+0500)

Submission ID: 1043188293

File name: Union_Idea_and_New_DEal_era_3.docx (22.38K)

Word count: 1631

Character count: 8550

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Solidarity and Difference

Collective Bargain

Of late historians in the US have produced several significant synthetic works that explain the decline of labor. Lichtenstein's scholarly history of labor's past decades came into this unwelcoming landscape state of the Union. In his book, he raises questions concerning the time, place and how that is going to occur again in a time when "unionism and solidarity does not echo with so large section of the American community (Lichtenstein 123)." His views concerning this subject are borrowing from both activism and scholarship. In 1996, Lichtenstein assisted in launching academics, comics, and authors for social justice which was a campus-based labor support network. Via the union, he was able to aid teach-ins and protests concerning workers rights and joined hands with John Sweeney the President of AFL-CIO to re-launch connections between intellectuals and unions which might assist labor to develop into a more significant vigor in a democratic society.

In line with Lichtenstein's undertaking, were the hopes to bring around interest in what the profuse campaigners in politics and academia. Thus, the state of the union was an account of the thoughts concerning labor which activate much of the action. Profession unionism required a fascinating group of institutions and ideas, both governmental and self-made to contribute labor's

cause power and legality (Lichtenstein 103). It presents success that enables the unions set up to surpass both economic and ethnic divisions that have always been contemporaneous in the employed people.

Lichtenstein starts his review during the Period of Progressiveness, which was a period whereby democratization was taking place, social betterment, and the commonality of labor of the American workers had started to come together in to foster their quest of the country's moral and political awareness. Jurists, politicians, social activists and academics all came together to deliberate concerning the threat that was posed by large-scale industrial capitalism to the nation's self-governing mode (Lichtenstein 201). They needed to address the issues that concerned the civil rights of the American workers, and it was stripped-off from them. They were determined to advocate for the industrial democracy which extended statutory rights of free association and speech within the working area. They enacted shielding employment laws and fortified other kinds of the social wage. Unluckily, all these goals were not attained due to WW I. " Neither the labor association nor the government, and the industrial management itself, engendered the type of associations, practice, ideology, and in law, needed to institutionalize mass unionism and put up with the employed-class living standards (Lichtenstein 158)."

At the reign of Roosevelt Administration, there were dissimilar stories. The condition of the union narrates how the Depression-period disorder and the struggles of an uncommon and uneasy association between employed persons, new deal policy-makers, and labor radicals among other parties that were interested in fostering the labor movement led to the enacting of the Wagner Act (Lichtenstein 175). It established a new lawful outline for arbitrating labor-administration disagreements and enhanced buyer purchasing power through the additions that were accrued from the wage gains that were reached after having collective bargaining towards the same.

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Knocking on Labor's Door

In the 1970s, the people of color and women flocked into unions, and there were strikes that swept away the nation. After the employers saw what was happening across the nation, they teamed up and strove to launch a fierce counter-attack (Windham 56). Democracy within the places of work is said to be bad; not healthy for the workplaces. The corporations had a fear of what the employees could do if they had power in the workplace; they have devised strategies that they can use to keep them in line and democracy in check.

The 1970s marked a decade of enormous working-class activism and promise. In her book, Windham talks against the historians who think and talk about the 70s as a decade of declension. They normally assert that workers turned away from unions and that the unions did little in reaching out to the workers. However, Windham's story regarding that issue is different since she claims that during the 1970's it was the period when the working class was diversified, reshaped and reenergized. After the Civil Rights Act of 1964, the people of color and the women were granted accessibility of all types of jobs they had not been doing before. And that as they were getting into these jobs, they did not just want a job; they really needed a good job (Windham 146). Thus, in efforts to realize what they really wanted, they kicked-off organizing themselves into groups through labor board elections.

There was a whole new wave of union organizing of workers of all stripes, but they were in most cases led by the people of color and the women. It appeared that the number of workers who desired or strove to form unions all through the 1950s, 1960s, and the 1970s, despite the fact that they had a huge increase in employer resistance in the 1970s (Windham 228). Despite their

efforts to establish unions, they were not always successful. The employers really ramped up their resistance; incidences of law-breaking double in the 1970s.

Windham asserts that it is important not only to talk about the winners but also to talk about those who lost. Whenever an individual or a group of individuals are involved in a struggling situation, there is always a winner and a loser. People ought to consider both sides. In this case, if someone misses addressing both sides, then he or she ends up missing the huge efforts made by both ¹the women and the people of color who were striving to enter into the labor movement. They did not succeed in doing that. The women marked a very key view of the new wave of labor organizing. Of course, women had been long working—specifically those of color. However, in the 70s, women poured into the country's workforce. There were 12 million more women who were now entering into the working population by the end of the 1970s than at the start (Windham 163). Many of these women joined unions. In 1960, there were only 18% of the women who had joined the union, and by 1984, the figure increased to 34%.

There are elements of truth in both Lichtenstein and Windham's interpretations. In line with Lichtenstein's mission, there were hopes to regain consciousness interest in what the open-minded activists in politics and academia. Thus, the state of the union was an antiquity of the ideas concerning labor which vibrated a significant portion of the action. Lichtenstein kicks off his review in the Progressive Era, which was an era whereby democratization of the places of work, social betterment, and the camaraderie of labor of the American workforces once were closer to the country's moral and political realization. Jurists, legislators, social activists and researchers all came together to deliberate concerning the threat that was postured by large-scale manufacturing entrepreneurship to the nation's self-governing mode (Lichtenstein 111). They needed to address the issues that concerned the civil rights of American workers, and it was stripped-off from them.

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In conclusion, in 1996, Lichtenstein assisted in launching scholars, artists, and writers for social justice which was a campus-founded work backing network. Via the union, he was able to aid protests and not forgetting the teach-ins concerning the employee's rights and joined hands with John Sweeney, the AFL-CIO president to re-launch connections amid intellectuals and the unions which might assist labor to grow into a more significant force in a self-governing society. The 1970s marked a decade of enormous working-class activism and promise. In her book, Windham talks against the historians who think and talk about the 70s as a decade of declension. They normally assert that workers turned away from unions and that the unions did little in reaching out to the workers (Windham 138). However, Windham's story regarding that issue is different since she claims that during the 1970's it was the period when the working class was diversified, reshaped and reenergized. After the Civil Rights Act of 1964, the people of color and the women were granted accessibility of all types of jobs they had not been doing before. And that as they were getting into these jobs, they did not just want a job; they really needed a good job. There are elements of truth in both Windham's and Lichtenstaein's interpretations. In line with Lichtenstein's undertaking, were the hopes to bring around interest in what the profuse campaigners in politics and academia. Thus, the state of the union was an account of the thoughts

concerning labor which vital much of the action. Profession unionism required a fascinating group of institutions and ideas, both governmental and self-made to contribute labor's cause legality and power and (Lichtenstein 103).

Works Cited

- ³ Lichtenstein, Nelson. *State of the Union: A Century of American Labor*. Princeton, N.J: Princeton University Press, 2013. Internet resource.
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