

# DOWNLOAD PDF REPORT OF THE CANADIAN LEGISLATIVE COMMITTEE, ORDER OF THE KNIGHTS OF LABOR

## Chapter 1 : Our Labor History Timeline | AFL-CIO

*Report of the Canadian Legislative Committee, Order of the Knights of Labor [microform] Item Preview.*

The underlying principle of individual associations like trades unions is that men who think alike should act together; so a trades union, primarily, is an organization which takes an active and earnest interest in the welfare of its own individual members, and secondarily, of the members of all unions of persons of like occupation, a trades union being composed of the members of a single trade, like the hatters or glass-blowers. Such unions do not, as a rule, undertake to extend their influence to all classes of workers. For them, the restoration of social harmony would come when workers aggregated sufficient power to hold dominant industrialism in check. That could only be achieved by a tightly knit organization. So the American Federation of Labor adopted a class-based definition of community and set itself to secure "more, more now" in the cacophonous phrase of the day. Within this form of unionism, sometimes called market unionism, dignity was defined not as participation in the polity, but as the reward of work. Progress was measured by the "economic betterment" of individual members. The American Federation of Labor, as now known, was organized Dec. It also favored the enactment of uniform apprentice laws, and opposed bitterly all contract convict labor and the truck system for payment of wages. Among the most noted trades unions now in existence is the International Typographical Union, representing nearly every state and territory, and tracing its origin to This is the oldest existing American trades union. In response to a call sent out in , delegates from various trade and labor organizations met in Pittsburg 15 November and formed the Federation of Organized Trades and Labor Unions, with John Jarrett, president of the Amalgamated Iron and Steel workers, as temporary chairman. The platform of the federation set forth the objects of the organization as: The passage of laws in state legislatures and in Congress for the incorporation of trade unions and similar organualons; the prohibition of children from working under the age of fourteen; uniform apprentice laws; an effective national eight-hour law; repeal of all conspiracy laws against organized labor; a bureau of labor statistics; protection to American industry; a law to prevent the importatron of foreign laborers under contract; and proper representation of all trades and labor organizations in law-making bodies. For several years after the history of the general federation movement in the United States centers largely in the struggle between the Knights of Labor and the trade and labor unions turning mainly on the question of the autonomy of each trade. The most prominent leaders of the two parties were Mr. That a feeling of antagonism was present from the beginning is suggested by a communication issued by the federation to the trade-unions. In this address the federation declared: Some advise us to adopt new systems of organizations defying practical experience and common sense. If the representatives of the bona-fide trade-unions, not of so-called labor clubs, are true to their mission, they will make a bold stand against all inferior systems of organization. Not only did the Knights of Labor in that year reach their greatest numerical strength, but at the same time the movement toward the national federation of trades gained new vigor in the transition of the Federation of Organized Trades and Labor Unions into the American Federation of Labor. The Federation of Trades and Labor Unions as then constituted did not satisfy the more energetic and ambitious among the labor leaders of the time, who were desirous of reaching some agreement with the Knights of Labor whereby the friction between that organization and the trade unions should cease. In response to a call issued by P. Contrary to the wishes of the trade-unionists. When the General Assembly of the Knights of Labor assembled at Richmond in October, , the trade-union officials offered a further protest against the attitude of the Knights toward the unions, and asked for some assurance that the trade-unions thereafter would not be interfered with by the organizers of the order. Throughout this controvers between the Knights and the trade-unions, the Federation of Trades had exerted its influence steadily in favor of the latter. Accordingly, when the representatives of various trade-unions arranged to meet in Columbus, OH, the first week in December, , the legislative committee of the federation decided to hold its annual convention at the same time and place for the purpose of coordinating with the conference of the

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trade-union officials. The two conventions met on Dec. On the third day of the conference, the committee of the whole reported to the federation that its committee had attended the conference and that all the delegates had been admitted as members thereof. The legislative committee also reported that the trade-union conference had formed a new organization known as the American Federation of Labor, with a constitution designed to protect the interests of trade-unions. It was agreed that all moneys, papers and effects of the old federation should be turned over to the officers of the new organization, and that all per capita tax due the old federation should be collected by the new federation. From this time the Knights of Labor steadily declined in membership and power while the American Federation advanced with rapid strides. According to the census of , 22,, people were engaged in gainful occupations, but of these 3,, were women, two or three millions more were children or youths; some thousands were of the employing class. The 1,, members of labor organizations represent, therefore, a large proportion of the working men. By , the Knights played an inconsiderable part in the labor movement, while the American Federation was steadily gaining in influence. The conventions of , , and were called respectively the first, second, and third convention of the American Federation; but by order of the convention of the origin of the federation in all official documents is dated from The American Federation of Labor, upholdin the principle of trade autonomy, favored the local trade-union composed of members following a single vocation, and attached to a national tradeunion. Hence federal labor-unions existed in those localities where separate trade-unions were impracticable. As soon as a sufficient number of a craft was admitted, a new local tradeunion, recruited from the membership of the mixed union, was formed. According to the report for November Local federations, commonly known as central labor unions, aimed to embrace all local unions in a given area, and at the same time to maintain the strict autonomy of each trade or industry, Although in general, representation, membership, etc. State branches met annually to exercise functions analogous to those carried on by the national federation in its larger field of activity.

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### Chapter 2 : Clague, Frank - Legislator Record - Minnesota Legislators Past & Present

*Report of the Canadian Legislative Committee [microform] Topics Knights of Labor. Canadian Legislative Committee.*

Background[ edit ] The Knights of Columbus were active politically from an early date. In the years following the Second Vatican Council , however, as the "Catholic anti-defamation character" of the order began to diminish as Catholics became more accepted, the leadership "attempted to stimulate the membership to a greater awareness of the religious and moral issues confronting the Church. Responding to this, the Knights embraced "the challenge of authentic ecclesial and societal reform, while remaining faithful to timeless truths and traditional values. Its political activity is therefore limited to such campaigns, typically dealing with issues that touch upon Catholic social teaching or insurance issues. In the political realm, this means opening our public policy efforts and deliberations to the life of Christ and the teachings of the Church. In accord with our Bishops, the Knights of Columbus has consistently maintained positions that take these concerns into account. McDevitt posed the question of whether the Knights were conservative or liberal. He answered by saying that the order was "both progressive and conservative and we are neither. Carmody and Luke E. Hart were both political conservatives. Phelan [18] and James E. Hayes were Democratic politicians prior to becoming Supreme Knight. The current Supreme Knight, Carl A. War and peace issues[ edit ] World War I[ edit ] A Knights of Columbus poster from WWI On April 14, , soon after the United States entered World War I , the board of directors passed a resolution calling for for the active cooperation and patriotic zeal of , members of the order in this country to our Republic and its law, pledge their continued and unconditional support to the President and Congress of the Nation, in their determination to protect its honor and its ideals of humanity and right. Leaders of the order began speaking out against the Mexican government. Columbia, the official magazine of the Knights, published articles critical of the regime. After the November cover of Columbia portrayed Knights carrying a banner of liberty and warning of "The Red Peril of Mexico," the Mexican legislature banned both the order and the magazine throughout the country. So much printed material was smuggled into Mexico that the government directed border guards be aware of women bringing Catholic propaganda into the country hidden in their clothes. Callahan, a well known civic leader in Washington, convinced Senator William E. Borah to launch an investigation in into human rights violations in Mexico. Hays , chairman of the Motion Picture Producers and Distributors of America , demanding that these films be preceded with a note identifying them as propaganda. A Passion for Peace" opened at the Knights of Columbus museum. A Plea for Peace. Truman supported the Crusade for the Preservation and Promotion of American Ideals In , the order paid the salaries of David Goldstein, who was born Jewish but converted to Catholicism after reading the pro-labor papal encyclical Rerum novarum , and Peter W. Collins, the general secretary of the Brotherhood of Electrical Workers , to lecture around North America. As part of the crusade, several hundred radio stations played segments produced by the order on the evils of communism and the harshness of life in Russia. Swift took in was to take out five full page newspaper advertisements warning of the dangers of communism. The Negro soldier needs no other countersign than his khaki uniform to gain for him every advantage offered by the Knights service. Kennedy to discuss civil rights. Society of Sisters[ edit ] Main article: Society of Sisters The ACLU joined with the Knights to oppose the Oregon Compulsory Education Act After the First World War, many native-born Americans had a revival of concerns about assimilation of immigrants and worries about "foreign" values; they wanted public schools to teach children to be American. Numerous states drafted laws designed to use schools to promote a common American culture, and in , the voters of Oregon passed the Oregon Compulsory Education Act. The law was primarily aimed at eliminating parochial schools , including Catholic schools. Hart , offered to join forces with the order to challenge the law. In a unanimous decision, the court held that the act was unconstitutional and that parents, not the state, had the authority to educate children as they thought best. The Knights called the tendency to set up a caste system based on when your ancestors arrived in the country "a travesty of democracy. Congress to

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agree upon immigration legislation that not only gains control over the process of immigration, but also rejects any effort to criminalize those who provide humanitarian assistance to illegal immigrants, and provides these immigrants an avenue by which they can emerge from the shadows of society and seek legal residency and citizenship in the U. Roosevelt in to support Jewish refugees seeking refuge in Palestine. In Massachusetts it led the drive to collect the , petition signatures to amend the Massachusetts Constitution to include this definition. Cronin in which he denounced the "increasing practice of divorce. Beveridge , an intellectual leader of the Progressive movement, was the featured speaker at "a grand patriotic demonstration" at Carnegie Hall in , and James C. Monaghan , the Supreme Lecturer, frequently spoke out in favor of progressive causes in Columbiad and elsewhere. Hart , the then-president of the National Fraternal Congress , got the other fraternal societies to adopt the resolution as well. Hart thanking the Knights for their efforts to get the phrase added.

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### Chapter 3 : Political activity of the Knights of Columbus - Wikipedia

*Report of the Canadian Legislative Committee Report of the Canadian Legislative Committee Knights of Labor. View full catalog record. Rights.*

McGivney , founder of the Knights of Columbus. He gathered a group of men from St. Several months later, the Order was incorporated under the laws of the state of Connecticut on March 29, Mullen , who would ascend to become the first Supreme Knight , was successful in suggesting that "Knights of Columbus" better expressed the ritualistic nature of the new organization and drew from positive historical associations. As a parish priest in an immigrant community, McGivney saw what could happen to a family when the main income earner died. This was before most government support programs were established. He wanted to provide insurance to care for the widows and orphans left behind. In his own life, he temporarily had to suspend his seminary studies to care for his family after his father died. McGivney intended to create an alternative organization. He also believed that Catholicism and fraternalism were compatible and wanted to found a society to encourage men to be proud of their American-Catholic heritage. He found the latter to be lacking the excitement he thought was needed if his organization were to compete with the secret societies of the day. Taking the name of Columbus was partially intended as a mild rebuke to Anglo-Saxon Protestant leaders, who upheld the explorer a Genovese Italian Catholic who had worked for Catholic Spain as an American hero, yet simultaneously sought to marginalize recent Catholic immigrants. Our laws design us to be Catholics pure and simple. The Order experienced "unparalleled success" in the late nineteenth and early twentieth centuries. The five councils throughout Connecticut had a total of members. Groups from other states were requesting information. Twenty years later, in , there were , knights in 1, councils. Associate members who did not purchase life insurance were permitted to join in It was largely anglophone with only six French Canadian members. Its first Grand Knight, however, was J. Guerin , a member of the Quebec Legislature. Mullen had proposed a patriotic degree with its own symbolic dress. Those assemblies chose the new members. As one measure, each candidate was required to submit a certificate from his parish priest attesting that he had received Holy Communion within the past two weeks. Leaders of the order began speaking out against the Mexican government. Columbia, the official magazine of the Knights, published articles critical of the regime. After the November cover of Columbia portrayed Knights carrying a banner of liberty and warning of "The Red Peril of Mexico", the Mexican legislature banned both the order and the magazine throughout the country. So much printed material was smuggled into Mexico that the government directed border guards be aware of women bringing Catholic propaganda into the country hidden in their clothes. Callahan, a well known civic leader in Washington, convinced Senator William E. Borah to launch an investigation in into human rights violations in Mexico. Fitzsimons , considered the first American officer killed in the war. Flaherty proposed to U. The centers provided basic amenities not readily available, such as stationery, hot baths, and religious services. In this sense, the K. In each and every one of them is to be found a genial and capable staff, always ready and anxious to serve the troops. Red Knights organization Since its earliest days, the Knights of Columbus has been a "Catholic anti-defamation society. In addition, they purportedly were prepared to flay , burn alive, boil, kill, and otherwise torture anyone, including women and children, when called upon to do so by church authorities. Butler R , U. Representative from Pennsylvania, read it into the Congressional Record. Government established during World War I. Numerous state councils and the Supreme Council believed that this "violent wave of religious prejudice was actuated by mercenary motives. They began suing distributors for libel. As the Order did not wish to appear motivated by a "vengeful spirit," it asked for leniency from judges when sentencing offenders. Many made public declarations attesting to the loyalty and patriotism of the Knights. The ceremonial of the Order [of the Knights of Columbus] teaches a high and noble patriotism, instills a love of country, inculcates a reverence of civic duty and holds up the Constitution of our Country as the richest and most precious possession of a Knight of the Order. Society

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of Sisters[ edit ] After World War I, many native-born Americans had a revival of concerns about assimilation of immigrants and worries about "foreign" values; they wanted public schools to teach children to be American. Numerous states drafted laws designed to use schools to promote a common American culture, and in 1905, the voters of Oregon passed the Oregon Compulsory Education Act. The law was primarily aimed at eliminating parochial schools, including Catholic schools. Hart, offered to join forces with the Order to challenge the law. In a unanimous decision, the Court held that the act was unconstitutional and that parents, not the state, had the authority to educate children as they thought best. Racial integration in the U.S. Competition among groups for work heightened tensions. In the 1920s there was growing anti-Semitism in the United States related to economic competition and the fears of social change from decades of changed immigration, a lingering anti-German sentiment left over from World War I, and anti-black violence erupted in numerous locations as well. In this period African Americans were leaving the South by the tens of thousands, to escape oppressive social conditions and find work in the North and Midwestern industrial cities, in what came to be called the Great Migration. To combat the animus targeted at racial and religious minorities, including Catholics, the Order formed a historical commission which published a series of books on their contributions, among other activities. The Gift of Black Folk, by W. E. B. DuBois. Given the history of slavery and early development in the US, most African Americans were Protestant. But many in former French or Spanish territories had grown up Catholic. Church officials and organizations encouraged integration. By the end of the 1920s, Supreme Knight Luke E. Hart was actively encouraging councils to accept black candidates. Kennedy to discuss civil rights with other religious leaders. Six council officers resigned in protest, and the incident made national news. Hart declared that the process for membership would be revised at the next Supreme Convention, but died before he could see it take place. He threatened to move the Convention to another venue. The hotel changed its policy and so did the Order. The Convention amended the admissions rule to require that a new applicant could not be rejected by less than one-third of those voting. In the Supreme Convention amended its rules again, requiring a majority of members voting to reject a candidate.

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### Chapter 4 : History of the Knights of Columbus - Wikipedia

*Report of the Canadian Legislative Committee [electronic resource]. By Knights of Labor. Canadian Legislative Committee. Knights of Labor. Canadian Legislative.*

Manitoba Archives The history of Canadian unions is a long and storied one. For many years, the law was inhospitable to unions, with the balance tilted in favour of employers and government. Since the mid-twentieth century, trade unions have notched some legal victories, but also accepted some serious concessions. One thing is quite clear in the development of Canadian labour law: Unions also enjoyed increased economic safeguards through the introduction of the Rand formula. Justice Rand, for whom the formula was named, introduced the formula in the midst of a strike dispute. Early Canadian union development was largely influenced by developments in the United States and Great Britain. A number of Canadian unions formed prior to the Industrial Revolution, typically in industries requiring skilled craftsmanship such as printing or shoemaking. British immigrants established local unions similar to the ones they left at home. The legal status of unions for most of the s was unclear; even concerted efforts of legal archaeology have had difficulty pinning down how the law viewed unions. However, there was a general social tolerance for unions in Upper Canada, as there was a sense among employers that these highly skilled craftspeople were respectable and worthy of mutual dealings. Still, unionization was risky business. Of particular note in early Canadian labour history was the Nine Hours Movement. With twelve or more hours at work being commonplace, the movement campaigned for their namesake: Nine Hours groups engaged in strikes in early in order to draw greater attention to the cause, but co-ordinated action was the ultimate goal. A series of general strikes had been planned for May of in Hamilton, Ontario. However, deviating from the plans, Toronto printers walked off the job in March. George Brown, editor of the *Globe* newspaper, attempted to break the strike by having the union leaders hauled into court on conspiracy charges. Prime Minister John A. MacDonald was a political foe of Brown, and took the opportunity to pass the Trade Unions Act, which precluded union members from being charged with conspiracy at common law. Critically, the Act legalized unions, settling earlier uncertainty in the law. However, uncertainty remained about which activities of unions were legal, and which were not. Picketing was deemed illegal later that year. For Canadian workers, the interwar period was one of unemployment and underemployment, with little legal recourse. As the Industrial Revolution marched on, increased specialization of labour diminished the importance of skilled craftspeople. This shift drove the development of international, industrial unions. Union members recognized the benefits of associating with larger, well- established organizations south of the border. In an attempt to harmonize conditions of work across North America, local Canadian unions began affiliating with American organizations, forming international labour groups. Industries which required large groups of labourers, such as mining or shipping, also unionized rapidly. Industrial unions were spurred forward by the newly constructed Canadian Pacific Railway, which facilitated increased movement of people and ideas, while simultaneously putting hefty market pressures on the working class. One of the first international and industrial unions to operate in Canada was the Knights of Labour. Formed in Philadelphia in , the Knights organized both unskilled workers and those who belonged to particular trades and crafts. Ultimately, the Knights of Labour collapsed in the United States and withered away in Canada shortly after. Not only were there divisions between craft unions and the umbrella organization, but the Chicago Haymarket riot caused public outrage against the Knights. The Haymarket rally, initially an attempt to protest police violence directed at union members, devolved into a melee of violence when a bomb was lobbed at police. At least eight people were killed and the American public became suspicious of union activity. Membership dropped dramatically in the following years, and the American Federation of Labour developed in its stead. The Canadian Knights syndicate suffered in the wake of these events. In its weakened state, it ultimately succumbed to the pressures of economic depression. Despite these setbacks and legal uncertainties, labour groups were determined to make legal and political

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gains in the 20th century. The growth of labour unions was accompanied by a strong pushback from employers and government. Strike action in the early s was repressed largely through civil law causes of action. Injunctions, coupled with restrictions on picketing in the Criminal Code, provided employers with potent weapons to combat union activism and strikes. Police were often deployed, sometimes provoking violence among otherwise peaceful picketers. Union leaders were often arrested. Still, unions made some gains in the years preceding World War I. Industrial unionism bloomed out of the craft unions of past, and organizations like the Alberta and British Columbia Federations of Labour cemented themselves in Canadian labour history. Conflict between unions, government, and business came to a head in June of during the Winnipeg General Strike. The Winnipeg General Strike was remarkable not only for its size, but also for the co-ordinated effort by all three levels of government and business to break the action and send workers back to their jobs without making any concessions. Federal troops and specially-recruited police were sent to break up demonstrations and force the strikers back to work. In order to intimidate and dissuade unionists, the federal government arrested and threatened to deport union leaders. They also engaged in extensive surveillance of labour movement activities, and attempted to bolster conservative elements in unions by offering modest reforms. By , many unions had imploded and morale was shattered. Unfortunately for Canadian unionists the social, political, and legal conditions would remain unfavourable for nearly two decades. Court decisions between the wars would frustrate union attempts to have comprehensive labour legislation enacted. The most powerful deterrent to the development of legal infrastructure for unions was economic "few wanted to risk losing their jobs and crumble under the weight of abject poverty. World War II would prove to be a period of tremendous upheaval and change for unions. Emboldened by its emergency war powers, the federal government passed laws regulating industries associated with the war effort. The labour laws passed by the federal government were consolidated into the Wartime Labour Relations Regulations in , also known as PC PC was a monumental shift in labour politics, attempting to balance the legal rights of unions, union members, and employers. Prior to , it was necessary for workers to use collective economic action to force their employer to the bargaining table. This arrangement was not ideal for unions, given the potential for legal liability. PC altered the status quo by compelling employers to recognize and bargain with trade unions. It gave legal recognition to unions for the first time, and established a system of union certification for federally-regulated industries. Once unions were certified, employers were forced by law to negotiate at the bargaining table. Essentially, a comprehensive system of collective bargaining recognizing unions and employers as equals at the negotiating table was established. With the close of the war, wartime labour legislation was no longer permissible under the federal emergency power. Provincially-regulated industries could no longer be governed by PC It was thus necessary to create a universal labour code which would apply to all industries in the post-war years. In an attempt to create this nation-wide policy, a conference of federal and provincial labour ministers met to arrange the details of this more-or-less universal scheme. Parliament passed the Industrial Relations and Disputes Investigations Act, which was a consolidation of PC and other legislation. Provinces followed suit, each passing their own versions of this Act in order to create a uniform legislative scheme. The formula establishes that workers will not be able to opt out of the payment of union dues if they receive the benefits of collective bargaining. For several decades, Keynesian economic policy, mass production, and consumer society created an environment conducive to union flourishing. Given the sunny economic times, unions and employers had little to argue over. However, economic uncertainty in the s and s ushered in new political and legal dynamics. Privatization and deregulation, coupled with the pressures of free trade and globalization, once again tipped the scales against unions. Against the backdrop of economic uncertainty, the courts were forced to establish the legal contents and boundaries of this nascent right. The Charter of Rights has had an extremely significant effect on labour relations, although there were initial setbacks for unions. Essentially, the Court established that freedom of association was an individually held and individually exercised freedom. Because collective bargaining and striking are by definition collective endeavours, they could not be performed by an individual person and thus fell outside of section 2 d

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protection. Still, the Labour Trilogy was not a complete disappointment for organized labour; it established that there was a constitutional right to join and belong to a labour union. This legal interpretation persisted until quite recently. The Court revisited its position in the Health Services case, taking a broader interpretation of the Charter. The Court reversed its previous holdings from the Labour Trilogy, finding that section 2 d does contain a protection for collective bargaining. This decision laid the groundwork for the landmark Saskatchewan Federation of Labour decision. The Supreme Court finally recognized a constitutional right to strike, protected through section 2 d of the Charter. Punctuated by setbacks and victories, the history of Canadian unions before the law has steadily trended towards increasingly powerful legal protections. From their seeming illegality at common law to a constitutionally enshrined right to strike, Canadian unions have fought tooth and nail for legal protections for two centuries. History demonstrates that labour law blossomed in tandem with social and political attitudes, and this discourse is likely to continue as unions carry the torch into an uncertain future. This article was produced as a project in the Pro Bono Students Canada program.

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## Chapter 5 : Committee Reports (Online)

*Rebort of the Canadian Legislative Committee Order of the Knights of Labor [Anonymous] on calendrierdelascience.com  
\*FREE\* shipping on qualifying offers. This is a pre historical reproduction that was curated for quality.*

In reality, labor law regulates fundamental constitutional rights. These are dark times for labor. The Republican majority that now controls all levels of the federal government has made it clear that they plan on rolling back labor and employment protections, while also not funding and enforcing the currently existing laws. Today, less than 11 percent of workers in America are members of a union, including 6. For a brief time this worked. The Act established a federal agency, the National Labor Relations Board NLRB , that would certify the existence of a union at a workplace and sanction employers who refused to deal with a bona fide union. Much of the thrust of mid-century labor law was to encourage a private system of jurisprudence: Though unions point proudly at the legislative and regulatory successes they have achieved since the 19th century, they retain a vestigial bias against legislating and litigating our rights and benefits. Unfortunately, labor rights have been gutted by bad court decisions and worse legislative action. In more recent years, Congress has severely underfunded the NLRB, cutting agency staff and essentially giving employers wider latitude to break the law with impunity. Simply put, unions are hampered by rules that would never be applied to corporations, or to any other form of political activism. It has the perverse effect of judging worker rightsâ€”which are human rights concernsâ€”within the frame of impact on business, to the exclusion of free speech and other considerations. The last half-century has demonstrated that, in such a framework, the courts will tend to have more sympathy for business interests. Labor rights are rooted in fundamental constitutional rightsâ€”from First Amendment freedoms of speech and association to Fifth Amendment protections from unlawful takings to Thirteenth Amendment freedoms from involuntary servitude. It is the time for unions and their allies to return to the rights-based rhetoric and constitutional legal strategies that preceded the passage of the National Labor Relations Act and the development of our current labor law regime. The rights of working people to unite, to protest, to withhold their labor, to boycott unfair businesses, and to demand change in all areas of business and society precede and transcend individual labor statutes. Our rights are fundamentally rooted in the Bill of Rights and the Reconstruction amendments. Where the labor law regime, through statute or judicial fiat, restrict our constitutional rights, it should be resisted and challenged as such. The Right to Free Speech Over the course of a few weeks in , ten unionized technicians at the Jefferson Standard Broadcasting Company distributed handbills criticizing their employer. The workers were in the middle of protracted negotiations and had been without a contract for some time. The Charlotte, North Carolina company was one of the first television broadcasters in the country. The workers filed an unfair labor practice charge at the NLRB, arguing that they were participating in what they considered to be legally protected concerted activity to advance their contract campaign. Upon appeal, the U. Supreme Court issued Labor Board v. Interpretation of Jefferson Standard has for decades led to a hash of confusing and contradictory NLRB and appellate court decisions , which continue to chill the rights of workers to speak out about their workplace. Such a decision in any other realm would not pass constitutional muster; it should not in the workplace, either. This truth should be self-evident, despite how contradictory it is to so much current labor law: How to Restore This Right To restore this right, unions and their allies must raise more First Amendment challenges to the labor law regime. If a flyer, tweet, or online post, in and of itself, is challenged by a government agency to violate the Taft-Hartley Act, a state labor law, or some obscure and ill-considered court decision, mounting a First Amendment challenge must become a primary strategic consideration. Employers threaten to cut wages and benefits in 47 percent of documented cases, and to go out of business entirely in a staggering 57 percent of cases. Unions win only 43 percent of certification elections when employers run captive-audience meetings as opposed to an overall win rate of 55 percent. This petition is a good start, but unions should press the matter further, into the courts to establish a clear constitutional right to be free from the one-sidedness of

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captive-audience meetings. The Right to Self Defense and Mutual Aid On a hot summer day in , a sixteen-year-old tomato picker named Edgar in Immokalee County, Florida, was beaten bloody by a straw boss when he had the nerve to take a water break. The shirt became a symbol of their resistance. The CIW campaign of rallies and boycotts was a success, and has clearly raised the working and living standards for the Immokalee workers. It should serve as a model for other labor organizations, except for the fact that, under the National Labor Relations Act, it would be illegal for a union to carry out such a campaign. Yet, our labor law has long prohibited such concerted activities, ignoring that working people have a right to self-defense when it comes to protecting and improving their working conditions. The current labor law regime makes it illegal for unions and workers to extend solidarity in the form of strikes and boycotts beyond the organizational boundaries of their immediate employer, and punishes transgressions with crippling fines and injunctions. Imagine a truck driver refusing to make a delivery to a grocery store where the workers were on strike. Imagine grocery store workers refusing to stock a brand of cookies on the shelves, because the cookie company shut down a unionized factory and shipped those jobs overseas. Such solidarity activism is an essential component of trade unionism. It is carried out by unions around the world. Workers who are organized at such strategic positions in the economy would have the power to help nonunion workers get organized and recognized, and be a strong bulwark against union-busting and off-shoring. The potential power of such solidarity actions is obvious—which is why it is currently illegal. Legislative prohibitions on solidarity activism treat workers and consumers as if they are competing interest groups rather than two halves of the same person , and then exploit the frustration of consumers from becoming embroiled in industrial disputes over which they feel they have no obvious decision-making power. But corporations engage in secondary disputes all the time, without penalty. How many television consumers have seen entire channels blacked out, replaced with the name and number of a corporate CEO to call and complain to, simply because the cable provider did not want to pay the rate increase from the corporate owners of the blacked out network? Cable companies have mastered the art of the secondary boycott, using their strategic position to leave television consumers in the dark, as they have few alternatives to their local cable providers. Why is the use of the secondary boycott legal when employed by media companies, but illegal when exercised in solidarity by workers? Therefore, at the heart of a movement to restore the right to solidarity activism must be an equal protection argument. Signal picketing is accomplished through demonstrations that involve hand billing and unique visual protests, such as giant inflatable rats. Signal picketing is meant to call out and embarrass unfair employers, but is not an explicit call for a boycott. Signal picketing should be protected free speech activity—except the courts have drawn on bad stereotypes of labor shake-downs, ruling that when unions engage in this sort of educational picketing, they are signalling that anyone crossing the line will face physical harm. The twenty-first-century reality, however, is that informational picketing is as likely to be carried out by members of a worker center such as CIW, student labor activists, Jobs with Justice chapters , 16 or any other interested community activist—none of whom are union staff or even union members—than by a union covertly picketing for recognition. Furthermore, too few people in this country have grown up in union households where they were admonished to never cross a picket line, so, to whom is this a signal, and what is it telling them to do? Whatever fantasies previous justices had about the physical threats implied in an informational picket are clearly a relic. The physical act of picketing is clearly a demonstration of free speech. So, building upon a First Amendment affirmation of the legality of informational picketing, why is it constrained by bad law and judicial fiat when it is for union recognition? The time is ripe for unions to return to this amendment as a justification of speech plus economic pressure. But that was four decades ago, and the Supreme Court has spent the time between in an uneven expansion of the First Amendment—all on the side of business interests. Bold unions, particularly at the ports, could push the envelope with more politically motivated boycotts and push back on sanctions by arguing that the NLRB does not have jurisdiction over a dispute with a foreign government and that the workers have a free speech right to engage in the boycott. Toussaint—the president of Transport Workers Union Local and an immigrant from Trinidad and

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Tobago was walking to surrender himself to the authorities to serve a ten-day jail sentence. Such draconian punishments are rare outside the world of labor law. How did this ever pass constitutional muster? A century and a half ago, our nation was rent by a bloody civil war, centered on the issue of treating labor like property. When the smoke cleared, the Thirteenth Amendment to the Constitution seemingly settled the matter in stark and definitive terms: To this day, it remains the only section of the Constitution that expressly limits the power of individuals over each other. Union activists following Reconstruction vociferously disagreed. Labor must assert the existence of a constitutional right to strike that transcends the current state of labor legislation. How to Restore This Right Public sector antistrike legislation seems like a logical starting point for establishing that workers have a constitutional right to strike, because it is an example where the employer government also makes and enforces the law; thus, the employer has the ability to compel its workers to keep working, subjecting employees who defy its order to financial penalties and jail time. And in Detroit, schoolteachers have been told that the district will run out of money to pay them for days they have already worked, but at the same time, they will be breaking the law if they do not continue to work for no pay. The right to strike must also include the right to return to the job when the strike is over. MacKay Radio, 24 which granted employers the right to permanently replace striking workers. And he is not bound to discharge those hired to fill the places of strikers, upon the election of the latter to resume their employment in order to create places for them. Of historical note to any judicial reconsideration of MacKay is that employers did not exercise this right en masse until That year, the Phelps-Dodge Corporation laid out the union-busting blueprint by bargaining their employees to impasse over drastic cuts in pay, benefits, and working conditions, forcing them out on strike, and then helping the permanent replacements to decertify the union twelve months later. It should be challenged on the basis of legislative intent, and it should be challenged based upon the justification of the original decision as compared to its practical application by employers since Of equal importance is returning to the broad prohibition against federal injunctions of labor strikes, pickets, and boycotts in the Norris-LaGuardia Act. This requires challenging the Boys Market vs. This decision, charges legal scholar James B. Moreover, standards now existed to protect against judicial abuses because the cases would involve breaches of written agreements. If a contract deliberately does not contain a no-strike clause, courts may assume and enforce a no-strike principle if that contract includes a grievance and arbitration process. And where a contract has expired or not yet been negotiated courts may enjoin partial and intermittent strikes. And in this way, the labor injunction that Felix Frankfurter railed against in the early part of the twentieth century has crept back into practice as employers have no shortage of case law to cite when appealing to a judge to order a union to cease its protest. These sorts of agreements are an essential tool for workers to freely and fairly choose whether or not to be represented by a union. This is doubly true for security workers who are statutorily barred from seeking a union certification election with the National Labor Relations Board, if they are joining a union that also represents non-guards. The agreement was the culmination of a years-long campaign run by a global coalition of unions. Faced with a pressure campaign that transcended national boundaries, G4S zeroed on where they had the most power to undermine its general thrust: But however much there is an advantage to access to the courts, they can also present a host of new problems. But the equal pressure of the RICO suit gave the company a bargaining chip to get the union to settle for a deal that protected fewer workers than the union had sought to organize and fewer, comparably, than their foreign counterparts. A federal judge moved to dismiss the meritless case just hours after it was already withdrawn. The purpose of such suits is often to destroy effective comprehensive campaigns. These suits not only expose unions and union officials to major liability, but also link unions with criminal activities. Anti-union groups such as the National Right to Work Committee then promote these suits to further that linkage, and preserve the notion that unions are criminal organizations. But these do not offer robust protection against attacks using the courts because not all states have such statutes. By placing communications in the privileged camp, they become free from the fear of SLAPP suits and other forms of intrusion. In determining whether a communication should be privileged, and exempt from disclosure, the test developed by legal scholar John

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Wigmore is usually applied. This test requires that: The communications must originate in a confidence that they will not be disclosed.

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## Chapter 6 : Labor Unions in Canada

*Get this from a library! Report of the Legislative Committee, Congress of the Knights of Labor of New York State, [Knights of Labor. New York (State)].*

The Labor and Radical Press the Present: By the end of the 19th century, working-class newspapers proliferated in cities across the country. Between , thousands of labor and radical publications circulated, constituting a golden age for working-class newspapers. Although both radical and labor newspapers struggled to finance their publications, utopian, socialistic, and independent journalism produced thousands of papers during this period that contributed significant alternative voices to mainstream journalism and society. Socialist, Wobbly, and Anarchist papers printed in many languages, burgeoned from the late nineteenth century until World War I, when anti-sedition laws succeeded in suppressing radical left-wing publications. Labor union publications, however, increased after Socialist and Wobbly papers declined. During the Depression unionizing gained momentum, and the labor press continued to grow. Historians, however, have largely ignored the labor journals of this era, as well as the decades that followed. The historiography of the labor press is surprisingly small considering its prevalence. The extant literature, nonetheless, provide some important ideas about the course of working-class journalism, pointing to fertile research ground, while also offering insight into the variegated and complicated history of labor in America. Nearly 2, different labor periodicals have been preserved in research libraries and by labor unions. There is no up-to-date guide, but several older bibliographies provide extensive lists, some with annotations. See the guide to labor periodicals created by Andrew Lee of Tamiment Library. New York elected labor candidates as well, sweeping Syracuse elections in Likewise, imprisonment for debt became a relic of the past. Public education supported by tax dollars also took shape beginning in Pennsylvania in , precipitating a nationwide public educational system. The development of the labor press was not only crucial to the development of working-class movements, but for shaping popular political and social agendas. Despite these significant implications, no extensive study exists on the early labor press. Historians have used papers to recreate the struggles and structures of working-class organizations, but neglect the labor and socialist press as subjects themselves. Journalism historians, Bekken continued, similarly neglect the labor-press, instead focusing on commercial newspapers. This article, along with its discussion of the lacunae in working-class journalism, details some holdings for newspapers, suggesting outside sources that might shed light on working-class papers: Foreign-language papers constituted a significant portion of this published material. Historians mainly have been interested in publications of the Knights of Labor, Socialist organizations, and the union newspapers that emerged with American Federation of Labor. These newspapers have provided source material for many recent books about these working-class movements. Yet, only a handful of articles and a few bibliographies contain essential reference and source material for future research on radical and foreign-language publications. Ample room exists for studies focusing on the newspapers themselves, and Anarchist publications have yet to receive serious attention. He notes that the early editions contain data on finances, district organizers and leaders, as well as lists of local charters. Although the Journal is silent about the failed strikes of , the internal conflicts, and the rival union organization, the American Federation of Labor, Brody suggests that there is much to gain from a comprehensive analysis of the Journal. Gutman states that the Review contains unusual data useful to historians, but does not say what the data is. The data in these publications include reports from foreign-language federations, financial information and correspondence from local chapters. Instead, Dubofsky gives a critical overview of the Wobblies, suggesting that IWW publications would help scholars answer questions about the work done to integrate black and white workers, unskilled labor, and the prominence of the Wobblies in the West. This leaves journalism historians with ample opportunities to explore the content of IWW newspapers. Sworakowski, speculates that the Communist International New York, , the official organ of the Communist Third International, has failed to gain scholarly attention because no library in

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the world has a complete collection of the English editions. Nor do cumulative indexes exist for different language editions. Levenstein sketches the history of these journals, providing circulation numbers. He suggests that a better understanding of nonviolent working-class movements would include the role anarchism played in connecting the nonviolent periods of the nineteenth and twentieth centuries. The "Jeffersonian rhetoric" that Gutman says fills the pages of these anarchist publications appears to be uncharted territory for scholars, however. These papers published letters from women throughout the Midwest, which offer insight into the thoughts of Socialists and the appeal of the movement for rural and urban women. The editor of these publications, Josephine Conger-Kaneko, finally launched the *Coming Nation* in 1911, attempting to recapture the social popularity of the 1890s Socialist newspaper of the same name. The *Coming Nation* survived for just one year, ultimately falling victim to the hostile factionalization within the left. Recent developments of gender and whiteness studies enable historians and journalism scholars to take fresh approaches to working-class publications. These analytical frameworks promise to enrich the understanding of working-class movements, the development of class-consciousness, the construction of gender-identity, and proscriptions for proper gender roles within labor unions and radical organizations. Few scholars have grappled with women or gender analysis in the labor press. In 1911, the *Journal* changed the phrase to "Universal Organization," but stood uneasily positioned alongside the masculine rhetoric that the Knights deployed to make connections across lines of race and ethnicity. While only a couple of the stories included in this book were written by working women, contributions by reformers, union officials, and popular fiction writers offer substantial material for cultural representations of proper sex roles as traditional familial roles transformed to make room for young wage-earning women. Schofield argues that the projected fantasies of this fiction offer insight into solutions for the upheaval caused by a restructuring of the labor market in addition to understanding how gender roles were conceptualized. The most successful radical newspaper was the *Appeal to Reason*, a socialist publication that survived from 1895 to 1928. The *Appeal* reached its greatest circulation in 1911, boasting more than 100,000 subscribers. Much has been written about the *Appeal* and its dynamic founder, J. An annotated bibliography, these three volumes include introductory essays as well as detailed information on publication dates, frequency of publication, language, circulation when available, and the affiliation of the periodicals. This impressive bibliography contains a wealth of information for anyone examining immigrant working-class publications. First published in 1895, the *New Majority* changed to the *Federation News* in 1911 and is still published today, although it now exists as a newsletter available only to delegates of the CFL. Financial problems are the historical hallmark of most of the labor and radical journals, and remain a concern today, although the internet is changing the nature of publishing for labor unions, which will be discussed below. While historians have developed a literature on the radical press, far less attention has been paid to the newspapers produced by American Federation of Labor unions or their affiliated Central Labor Councils. In addition to these publications, the *Federated Press* has also been ignored in the historiography. A news-gathering cooperative, the *Federated Press*, which began in 1895, was the first news service that provided affiliated papers with international reports of interest to the working class. Jon Bekken states that the *Federated Press* survived into the early 1900s as the only independent news service that supplied information to papers including newspapers in Germany, Russia and Australia. Labor, socialist, and other newspapers utilized the *Federated Press*. The *Labor Press* Since Plenty of research opportunities await labor journalism historians. The book *The New Labor Press: Journalism for a Changing Union Movement* discusses contemporary union newspapers, speculating on the possibilities of a national labor paper and what it might accomplish for the labor movement. Most compelling are two essays about labor and community. One of these essays, "An Isolated Survivor: Racine Labor" by Richard W. Olson, discusses the survival of a small-city labor newspaper in Wisconsin. Olson points up the importance of an alternative community paper which competes with a mainstream daily, in this case, the *Journal Times*. *Racine Labor*, first published in 1895, survives to this day, attesting to its significance for working-class people of Racine, as well as the strength of the Racine labor movement. The success of *Racine Labor*, according to Olson is attributable to its leftist, but not too radical political position as well as its commitment to the Racine labor community. In

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turn, the labor community has supported the paper, bailing it out of trouble in the s by holding fund raisers for the struggling weekly. Olson also credits strong editors who are dedicated to labor interests for the longevity of the paper. Local labor newspapers offer a necessary forum for laborers and their communities. The future of the labor press is a work in progress. Saturation as well as repetition of information will certainly challenge the ways that unions reach rank and file members. While the new labor movement gains energy, and new technologies change the means of communication, both contemporary publications and the historical record of working-class and radical publications have much to teach us about labor journalism. Solomon and Robert W. New Perspectives in U. University of Minnesota Press, , The Role of Newspapers in Hawaii. University of Hawaii Press, The American Radical Press, , vols. University of Illinois Press, The Appeal to Reason, University of Nebraska, Greenwood Press, , vols. Pizzigati, Sam and Fred J. The New Labor Press: Journalism for a Changing Union Movement. Wayland and the Role of the Press in American Radicalism, University of Kansa Press, The German-American Radical Press: Essays on the history of American labor journalism," M.

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### Chapter 7 : Labor Press history

*Please send reports of such problems to [archive\\_feedback@calendrierdelascience.com](mailto:archive_feedback@calendrierdelascience.com) August 28, , Page 10 The New York Times Archives The Legislative Committee of the State Congress of the Knights of Labor.*

Light up the World! It was done with youth and for youth. In deepening the theme of salt of the earth, light of the world, we wanted to underline how precious youth are in the eyes of God and how their presence is indispensable to the life of the Church and the world. In Love for Life! This booklet provides compelling responses about the significance of marriage, while also inviting reflection and discussion. It is a useful resource and reference tool for all concerned about the future of marriage. Since April , COLF has produced 10 leaflets addressed to the Catholic community on various subjects concerning life and family. Almost one million copies have been distributed in dioceses across Canada and in some American dioceses. The covering letter by the Chairperson of COLF, affirmed our view of marriage, expressed our disagreement with the Report of the Law Commission that would remove the distinction between marriage and other close personal relationships and recalled that the State has a fundamental interest in protecting and supporting marriage. We have received some interesting responses. The message called participants in the March to reaffirm their commitment to give even the tiniest and earliest life the chance it needs and deserves. Collaboration with the Canadian Conference of Catholic Bishops 1. COLF assisted with the development of this comment. The letter underlined that the report circumvented the issue of the moral status of the human embryo and pre-empted the legislative process. COLF was involved in the development of this letter. Collaboration with Resource Persons 1. Archbishop Bertrand Blanchet in his scientific capacity; Dr. Bridget Campion, moral theologian, St. In the first half of the seminar, presentations were made on the biological, theological and moral status of the embryo. In the second half, there was discussion of concrete questions such as therapeutic cloning, embryonic stem cell research and the fate of embryos that remain after fertility treatments. A new section was created this year called Reading Corner for unpublished reflective papers by COLF or its individual Board members or staff. Papers that are presently on the site are: Bridget Campion presented this paper to a symposium at York University. Campion is a moral theologian at St. Reflections on Some Developments in the Genetic Technologies, June English and French sites The rapid progress in the field of genetics invites us to a renewed awareness of the sacred character of the natural order and a deeper sense of gratitude to God, who loves and sustains all creatures. The paper includes scientific data as well as ethical reflection. Throughout the year, members of the Board and staff are invited to participate in public forums, give media interviews and make presentations on a variety of topics. Regular mailings of documents on life and family were made to the 60 diocesan contact persons. COLF was represented in a number of conferences during the year:

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### Chapter 8 : American Federation of Labor - Wikipedia

*Canadian Legislative Committee. Published: () The Journal of proceedings of the first annual session of the Eureka State Assembly of California, of the Noble order of Knights of Labor, held in San Francisco, September 16th and 17th,*

Origins[ edit ] Terence Powderly , Grand Master Workman of the Knights of Labor , whose refusal to negotiate with craft unions led to formation of the A. The American Federation of Labor A. A strike lasting four weeks ensued. The committee of investigation was controlled by individuals friendly to the New York District Assembly, however, and the latter was exonerated. McGuire of the Carpenters, addressed to all national trade unions and calling for their attendance of a conference in Philadelphia on May Powderly refusing to enter into serious discussions on the matter. Formation and early years[ edit ] Samuel Gompers in the office of the American Federation of Labor, Convinced that no accommodation with the leadership of the Knights of Labor was possible, the heads of the five labor organizations which issued the call for the April conference issued a new call for a convention to be held December 8, in Columbus, Ohio in order to construct "an American federation of alliance of all national and international trade unions. Although the founding convention of the A. Powerful opinion-makers of the American labor movement such as the Philadelphia Tocsin, Haverhill Labor, the Brooklyn Labor Press, and the Denver Labor Enquirer granted Gompers space in their pages, in which he made the case for the unions against the attacks of employers, "all too often aided by the K of L. Membership in the A. However, in the s decade , the two parties began to realign, with the main faction of the Republican Party coming to identify with the interests of banks and manufacturers, while a substantial portion of the rival Democratic Party took a more labor-friendly position. While not precluding its members from belonging to the Socialist Party or working with its members, the A. The National Civic Federation was formed by several progressive employers who sought to avoid labor disputes by fostering collective bargaining and "responsible" unionism. The issue unified the workers who feared that an influx of new workers would flood the labor market and lower wages. Nativism was a factor when the A. In the pro-business environment of the s, business launched a large-scale offensive on behalf of the so-called " open shop ", which meant that a person did not have to be a union member to be hired. He only carried his home state of Wisconsin. The campaign failed to establish a permanent independent party closely connected to the labor movement, however, and thereafter the Federation embraced ever more closely the Democratic Party, despite the fact that many union leaders remained Republicans. As the national economy began to recover in , so did union membership. The New Deal of president Franklin D. Roosevelt , a Democrat, strongly favored labor unions. He made sure that relief operations like the Civilian Conservation Corps did not include a training component that would produce skilled workers who would compete with union members in a still glutted market. It greatly strengthened organized unions, especially by weakening the company unions that many workers belonged to. It was to the members advantage to transform a company union into a local of an A. The Wagner Act also set up to the National Labor Relations Board , which used its powers to rule in favor of unions and against the companies. As early as , the A. The dues in these federal labor unions FLUs were kept intentionally low to make them more accessible to low paid industrial workers; however, these low dues later allowed the Internationals in the Federation to deny members of FLUs voting membership at conventions. Both the new CIO industrial unions, and the older A. Proposals for the creation of an independent labor party were rejected. Its membership surged during the war and it held on to most of its new members after wartime legal support for labor was removed. Despite its close connections to many in Congress, the A. Gompers opened the A. Women, African Americans, and immigrants joined in small numbers. But by the s, the Federation had begun to organize only skilled workers in craft unions and became an organization of mostly white men. Although the Federation preached a policy of egalitarianism in regard to African American workers, it actively discriminated against black workers. Only two national unions affiliated with the A. Women who organized their own unions were often turned down in bids to join the Federation,

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and even women who did join unions found them hostile or intentionally inaccessible. In response, most women workers remained outside the labor movement. In , only 3. In , even as the A. And while it improved to 6. Women organized independent locals among New York hat makers, in the Chicago stockyards, and among Jewish and Italian waist makers, to name only three examples. From the beginning, unions affiliated with the A. In some cases the A. In other cases the A. The craft unions in this industry organized their own department within the A. While those fears were partly borne out in practice, as the Building Trades Department did acquire a great deal of practical power gained through resolving jurisdictional disputes between affiliates, the danger that it might serve as the basis for schism never materialized. The Railway Employees Department dealt with both jurisdictional disputes between affiliates and pursued a common legislative agenda for all of them. Even that sort of structure did not prevent A. These local labor councils acquired a great deal of influence in some cases. For example, the Chicago Federation of Labor spearheaded efforts to organize packinghouse and steel workers during and immediately after World War I. Local building trades councils also became powerful in some areas. McCarthy , not only dominated the local labor council but helped elect McCarthy mayor of San Francisco in . In a very few cases early in the A. McGuire , the A. Despite his socialist contacts, Gompers himself was not a socialist. Employers discovered the efficacy of labor injunctions , first used with great effect by the Cleveland administration during the Pullman Strike in . But in Duplex Printing Press Co. Deering , U. The court read the phrase "between an employer and employees" contained in the first paragraph of the Act to refer only to cases involving an employer and its own employees, leaving the courts free to punish unions for engaging in sympathy strikes or secondary boycotts. It advocated fewer hours for women workers, and based its arguments on assumptions of female weakness. Even from the s, the A. Even so, it remained cautious. Its proposals for unemployment benefits made in the late s were too modest to have practical value, as the Great Depression soon showed. The impetus for the major federal labor laws of the s came from the New Deal.

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### Chapter 9 : Catalog Record: Constitution of the general assembly | Hathi Trust Digital Library

*The ceremonial of the Order [of the Knights of Columbus] teaches a high and noble patriotism, instills a love of country, inculcates a reverence of civic duty and holds up the Constitution of our Country as the richest and most precious possession of a Knight of the Order.*

Labor unions engage in collective bargaining with employers to determine issues such as wages, the terms and conditions of work, and worker security. Unions also engage in political activities on behalf of workers and have historically had ties to political parties, such as the New Democratic Party NDP. They also include engineers, professors, nurses, teachers, and other professional employees. Employees are less likely to be unionized in private service-sector firms such as retail stores, restaurants, banks, and insurance companies, because employers in those areas have aggressively opposed unions. Unions have traditionally been divided into craft unions and industrial unions. Craft unions, which were the earliest form of union, are formed by skilled workers in a trade such as printing or carpentry, but they typically exclude unskilled workers. Industrial unions, by contrast, include all workers, skilled as well as unskilled, in a single industry such as automobile or steel manufacturing. In the late 20th century other types of unions arose in Canada. Public-sector unions emerged in the s after the government passed laws allowing government workers to organize to form groups to protect their rights and interests and bargain collectively. For example, the Canadian Auto Workers CAW expanded to represent workers in the fishing and airline industries, among other areas. Before unions existed, workers often labored for low wages and long hours in unsafe or unhealthy workplaces. They could be fired without cause at the whim of an employer and thus had no job security. In unionized jobs, employees work under conditions negotiated through the process of collective bargaining, in which the union negotiates with the employers on behalf of the employees. Such agreements also include grievance and arbitration procedures that are designed to settle conflicts that arise during the term of a contract. Unions also negotiate with employers to determine the level of union security the extent to which workers are required to join or fund the union once it is established. Types of union security arrangements include the closed-shop agreement, in which union membership is a condition of employment in a workplace, and the union-shop agreement, in which a person does not have to be a union member to be hired but must join the union after becoming employed. Collective agreements last for a set period of time, after which they are renegotiated. If the employers and unions cannot reach a collective agreement, either party can apply pressure to the other through a work stoppage. A work stoppage by workers is called a strike, while a stoppage created by an employer is known as a lockout. Lockouts are less common than strikes. Often just the threat of a work stoppage is enough to push the two sides to an agreement. However, before a legal work stoppage can occur in Canada, the parties must apply for conciliation. Under conciliation, a government-appointed mediator tries to help the two sides reach an agreement. If they do not, a cooling-off period of about ten days follows, in which employees remain at work and the parties may continue to negotiate. Only after the cooling-off period ends can the employers or employees begin a legal work stoppage. In around 90 percent of negotiations, the parties reach collective agreements without a work stoppage. Between and , only Most workers in Canada have the right to strike, except firefighters, police, some hospital workers, and others who perform essential services. Those employees normally have another recourse to settle disputes such as binding arbitration. In binding arbitration, an outside arbitrator hears the arguments of the parties involved and issues a decision that the parties must accept. Unions in Canada have also taken an active role in politics. Much of this political work is done by central labor bodies, organizations formed by groups of unions to represent the general concerns of unions and workers. Central labor bodies, the most prominent of which is the Canadian Labour Congress CLC , lobby for legislation that is in the interest of their members and other workers. Unions have also pushed for social welfare measures, including universal medical coverage, unemployment insurance, and health and safety legislation. In addition, unions have supported broader community issues, including human rights, pay equity

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for women, and environmental standards. Historically the labor movement has affiliated itself with socialist and social-democratic political parties outside the Liberal Party and the Progressive Conservative Party, the two mainstream parties. In the CLC was instrumental in founding the NDP, which has remained an influential party in Canadian national and provincial politics. Most local unions belong to national or international unions that are organized around an industry or an occupation—for example, the United Steelworkers of America and the Canadian Union of Public Employees. Unions also belong to central labor bodies such as the CLC. Central labor bodies are not unions themselves because they do not directly represent workers in negotiations with employers. Rather, they represent the general interests of workers and unions, particularly in the area of public policy. At the local level, workers in a particular workplace can join a local union. Before a union can represent a group of employees at a workplace, it must apply to the provincial labor board, a government agency, to be certified as the bargaining representative. To determine whether the union should be certified, the labor board either counts union membership cards or holds a representation vote to determine if the union has the support of the majority of workers at the workplace. If a majority supports the union, the board determines the appropriate bargaining unit the group of workers that is represented in a specific collective agreement at the workplace and certifies the union. Once certified, a local union seeks to negotiate a collective agreement with the employer to determine the terms and conditions of employment. Workers in local unions elect local executives to supervise the work of the union. They also elect officials known as shop stewards to handle grievances that arise on the job. Before collective bargaining begins, workers elect a bargaining committee. Local unions usually are part of national or international unions. These national and international unions employ a staff for organizing workers at the local level, doing research, educating union members about labor and political matters, and working with local union leaders. Unions hold regular conventions of delegates elected from local unions to discuss policies and hold elections for union leadership positions. Unions are governed by constitutions developed and voted on by the membership. Unions are democratic organizations. Unionized workers elect their local officials in secret ballot elections. Some unions, such as the United Steelworkers of America, which has a large number of Canadian members, hold referendum votes of the membership to elect district directors and national and international union officers. Other unions elect delegates from each local union to attend an annual convention, where the delegates elect district and national or international union officials by secret ballot. Most Canadian unions are affiliated with central labor bodies. These organizations lobby governments for legislation that benefits both organized and unorganized workers. They represent the labor movement in government or societal institutions and in international labor organizations. The largest central labor body in Canada is the CLC, a national congress that represents 2. In the 19th century, most labor law in Canada restricted, and even outlawed, worker organization and strikes. The government often considered organizations of employees to be illegal conspiracies that restrained trade. By the end of the 19th century, however, the government no longer legally restricted most trade union activity. In the federal Conciliation Act established voluntary dispute-settlement mechanisms for employees and employers. The Industrial Disputes Investigation Act included compulsory conciliation, in which workers and employers were required to meet with a mediator prior to a legal work stoppage. Compulsory conciliation became a distinctive feature of the Canadian industrial relations system. This code was replaced after World War II with similar, more permanent legislation: As PC had done during the war, these acts supported collective bargaining and provided for the certification of unions with majority support in a workplace. The acts also outlawed unfair labor practices, including employer discrimination against employees for union activity, and established labor boards to administer the legislation. This legal structure, which remains the basis for labor relations in Canada, was modeled on the National Labor Relations Act in the United States, but the Canadian law is significantly different. Canadian law emphasizes compulsory conciliation as a means of settling labor disputes and outlaws strikes during the term of a collective agreement. Canadian legislation provides a certification process for local unions that is faster than the process in the United States. Canadian law also goes further in recognizing the legitimacy of union security arrangements that require all workers in a

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unionized workplace to join the union or at least to pay union dues. In many areas of the United States, right-to-work laws prohibit such union security arrangements see Trade Unions in the United States. In the s legislation extended and adapted collective bargaining rights to include public-sector employees. In the Public Service Staff Relations Act created a new collective bargaining structure for federal employees. Provinces passed similar legislation concerning their employees. By the mids the country had firmly established public-sector collective bargaining and the right for public-sector employees either to strike or to seek binding arbitration. Some provinces recognized the right of their government employees to bargain collectively but not to strike. Others merely limited the right to strike for employees engaged in essential services, although which services are essential is sometimes debated. In rare instances governments have passed back-to-work legislation in public-sector disputes. Back-to-work legislation temporarily suspends the right of certain government workers to strike. The jobs of striking workers are protected by law, and normally they must be reinstated at the end of a dispute. Some provinces outlaw the use of professional strikebreaking agencies, which help employers undermine strikes with tactics such as hiring replacement workers, intimidating strikers, and bringing charges against picketers. Such laws and regulations can protect workers. They also protect the public interest by contributing to a relatively high level of industrial peace. They encourage employers and workers in Canada to settle issues through legal processes rather than through confrontation. Their skills gave them bargaining power, and beginning in the midth century they were able to establish craft unions to protect their jobs and the standards of their work. At the same time, the introduction of mechanized processes into these trades threatened the position of skilled workers. Mechanized systems broke down production into specialized tasks, which could be performed by less skilled and lower paid workers, including women and children. In response, the craft unions continued to try to control the labor supply in their trades. If they could not prevent technological change, at least they could regulate who would work on the new machines by limiting access and advancement in their trades. The craft unions introduced training processes, systems of apprenticeship, and work rules. At the same time, the first industrial unions formed in Canada. The most significant of these unions was the Knights of Labor, which originated in in Philadelphia, Pennsylvania, and spread into Canada beginning in The Knights focused on organizing the unskilled workers who were excluded by the craft unions. The Knights organized all workers in an industry, regardless of their training or position. The Knights also tended to include more women and black workers than other unions at the time, although they were not open to immigrant Chinese workers and fought against their use by employers.