##### **Chapter 14: Understanding Labor Relations and Collective Bargaining**

1. Transportation is the least unionized private sector of the U.S. workforce.

Ans: False

Response: Agriculture is the least unionized private sector of the U.S. workforce.

2. The National Labor Relations Act is commonly referred to as the Taft-Hartley Act.

Ans: False

Response: The National Labor Relations Act is also known as the Wagner Act.

3. Grievance procedures are usually designed to have disputes resolved at the lowest level possible in an organization.

Ans: True

4. An agency shop is a union security arrangement whereby employees must pay union dues to the certified bargaining unit even if they choose not to join the union.

Ans: True

5. The Taft-Hartley Act amended the Wagner Act by addressing employers’ concerns in terms of specifying unfair union labor practices.

Ans: True

##### Multiple Choice

6. Which of the following sectors has the highest union membership?

a) Agriculture

b) Construction

c) Government

d) Wholesale Trade

e) Mining

Ans: c

Response A: No.

Response B: No.

Response C: Correct!

Response D: No.

Response E: No.

7. The Wagner Act established which of the following?

### a) Railroad inspections

b) Wage and hour law

c) Employee complaint procedures

d) The National Labor Relations Board

e) Federal labor unions

Ans: d

Response A: No.

Response B: No. You are thinking of the Fair Labor Standards Act.

Response C: Not exactly. More comprehensive that that.

Response D: Correct!

Response E: No.

8. Which of the following is not a reason why employees join unions?

a) Higher wages and benefits

b) Greater job security

c) Greater individual incentives

d) Influence over work rules

e) Compulsory membership

Ans: c

Response A: True.

Response B: True.

Response C: Correct!

Response D: True.

Response E: True.

9. Karl, a router, tried to organize a union in his nonunion western clothing shop. A year and a half ago a vote rejected unionization. Now he has secured authorization cards signed by 100 of the 1000 workers. What else does he need to do before having another union election?

### a) Nothing. He’s good to go.

### b) Get signatures on the validation certification form as union security before the election.

### c) Wait. NLRB will hold an election only every 3 years.

### d) Get more signatures.

### e) The signatures are the election process. He only needs to register with the appropriate union.

Ans: d

Response A: No.

Response B: No. This answer is nonsense, but I used union terms you may have recognized.

Response C: No. He’s waited long enough.

Response D: Correct!

Response E: No. See page 381 for the process steps.

10. Mandatory issues in all labor contracts, defined by the Wagner Act, include which of the following?

### a) Wages, hours, grievances

### b) Wages, terms of employment, conditions of employment, benefits

### c) Terms and conditions of employment, retirement benefits

### d) Wages, hours, terms and conditions of employment

### e) Hours, ergonomics, benefits

Ans: d

Response A: No. Missing terms and conditions of employment.

Response B: No. Missing hours.

Response C: No. Missing wages and hours.

Response D: No. Correct!

Response E: Not even close.

11. Which of the following is not an impasse-resolution technique?

a) Conciliation

b) Mediation

c) Lockout

d) Fact-finding

e) Interest arbitration

Ans: c

Response A: An impasse-resolution technique.

Response B: An impasse-resolution technique.

Response C: Correct!

Response D: An impasse-resolution technique.

Response E: An impasse-resolution technique.

12. Millie started a new job. She will have to join the union after her 30-day probation period, or lose her job. Millie is working in a(n):

### a) Closed shop.

### b) Open shop.

### c) Checked shop.

### d) Union shop.

### e) Agency shop.

Ans: d

Response A: No.

Response B: No. Employees are not required to join the union in this type of security arrangement.

Response C: No.

Response D: Correct!

Response E: No. She must pay dues in an agency shop, but she does not have to join the union.

13. Which of the following best describes the Landrum-Griffin Act?

a) Act that was introduced to protect union members from possible wrongdoing on the part of their unions.

b) Amended the Wagner Act by addressing employers’ concerns in terms of specifying unfair union labor practices.

c) Law passed to eliminate any influence on unions by members of organized crime.

d) Replaced the Executive Order 11491 as the basic law governing labor relations for federal employees.

e) Gave employees the right to form and join unions and to engage in collective bargaining.

Ans: a

Response A: Correct!

Response B: No. Taft-Hartley Act.

Response C: No. Racketeer Influenced and Corrupt Organizations Act.

Response D: No. Civil Service Reform Act.

Response E: No. Wagner Act.

14. Which of the following is the most unionized private sector of the U.S. workforce?

a) Manufacturing

b) Mining

c) Construction

d) Transportation

e) Information

Ans: d

Response A: No. 13.5%.

Response B: No. 9.1%.

Response C: No. 16%.

Response D: Correct! 26.2%.

Response E: No. 13.6%.

15. Which of the following has a lower unionization rate than the United States?

a) Belgium

b) Canada

c) France

d) Spain

e) Mexico

Ans: c

Response A: 53%.

Response B: 33%.

Response C: Correct! 10% in France versus 12.5% in the U.S.

Response D: 17%.

Response E: 30%.