

The Industrial Age

Section 3



MAIN IDEAS

1. The desire to maximize profits and become more efficient led to poor working conditions.
2. Workers began to organize and demand improvements in working conditions and pay.
3. Labor strikes often turned violent and failed to accomplish their goals.

Key Terms and People

Frederick W. Taylor author of *The Principles of Scientific Management*

Knights of Labor large labor union that included both skilled and unskilled workers

Terence V. Powderly Knights of Labor leader who made it the first national labor union in the United States

Samuel Gompers leader of the American Federation of Labor

American Federation of Labor group that organized individual national unions of skilled workers

collective bargaining workers acting together for better wages or working conditions

Mary Harris Jones union supporter who organized strikes and educated workers

Haymarket Riot a union protest in Chicago where strikers fought with police

Homestead strike violent 1892 strike of Carnegie steelworkers ended by state militia

Pullman strike strike of Pullman railroad workers that ended in 1894 when federal troops were sent to stop it

Section Summary

MAXIMIZING PROFITS AND EFFICIENCY

During the Second Industrial Revolution, machines did more and more work. The unskilled workers who ran the machines could not complain about conditions, for they knew they could be replaced.

In the early 1880s **Frederick W. Taylor** wrote a book that took a scientific look at how businesses could increase profits. One way was to ignore workers and their needs. As a result, conditions for workers got worse.

What impact did Frederick Taylor's book have on America's workers?

Section 3, *continued***WORKERS ORGANIZE**

Workers began to form labor unions. The **Knights of Labor** started out as a secret organization.

However by the end of the 1870s, under the leadership of **Terence V. Powderly**, the Knights became a national labor union. The Knights included both skilled and unskilled members.

The **American Federation of Labor**, under the leadership of **Samuel Gompers**, was different from the Knights of Labor. It organized national unions, and its members were all skilled workers.

Workers hoped that if they acted together—that is, if they used **collective bargaining**—they might actually be able to improve pay and working conditions.

Many women participated in unions. **Mary Harris Jones**, for example, helped organize strikes and educate workers.

LABOR STRIKES

In 1886 thousands of Chicago union members went on strike. After police killed two strikers, workers met at Haymarket Square to protest the killings. Someone threw a bomb, and officers fired into the crowd. The **Haymarket Riot** ended with more than 100 people killed or wounded.

On June 29, 1892, at a Carnegie steel plant in Homestead, Pennsylvania, the **Homestead strike** began. Workers protested the introduction of new machinery and the loss of jobs. It ended in violence and death, and the union was defeated. Two years later, the **Pullman strike** over layoffs and pay cuts also ended in bloodshed. President Grover Cleveland sent federal troops to break the strike.

CHALLENGE ACTIVITY

Critical Thinking: Write to Explain Explain why workers sometimes use strikes as a strategy.

Which union would have more power—a union of unskilled workers or a union of skilled workers?

How did workers benefit from collective bargaining?

Why do you think labor strikes often ended in violence?

Section 3, *continued*

DIRECTIONS Read each sentence and fill in the blank with the word in the word pair that best completes the sentence.

1. In 1879 _____ became the leader of the Knights of Labor and removed the secrecy surrounding it, making it the first truly national labor union in the United States. (Mary Harris Jones/Terence V. Powderly)
2. The _____, which occurred in 1892 at a Carnegie steel plant in Pennsylvania, resulted in the loss of sixteen lives and the defeat of the union. (Homestead strike/collective bargaining)
3. Union leaders tried to secure better wages and working conditions for all workers in a factory or industry through _____. (collective bargaining/Homestead strike)
4. _____ worked for better conditions for miners. (Mary Harris Jones/Samuel Gompers)
5. In 1886, two Chicago union members were killed while striking. When union members met to protest these killings, a clash known as the _____ was the result. (Pullman strike/Haymarket Riot)
6. As an efficiency engineer, _____ sought ways to raise production and lower costs. (Frederick W. Taylor/Terence V. Powderly)
7. Unlike other labor groups that allowed both skilled and unskilled laborers to join, the _____ led by _____, limited its membership to skilled workers. (American Federation of Labor/Knights of Labor)
(Mary Harris Jones/Samuel Gompers)
8. During the _____, workers refused to work on trains carrying Pullman cars, stopping traffic on many midwestern rail lines. (Homestead strike/Pullman strike)
9. The _____ was founded in the 1870s as a secret society. (Knights of Labor/American Federation of Labor)