

History of Labor and Work in the U.S. 1880-1945
Labor Studies and Employment Relations
School of Management and Labor Relations, Rutgers University
Spring 2023

Course Number: 37:575:202:07
Day and Time: **Wednesday 10:20am – 1:20pm**
Location: Hardenbergh Hall

Professor: Carmen Martino
Office Location: Labor Education Center, 50 Labor Center Way,
New Brunswick, NJ 08901

Contact Info: carmenm@smlr.rutgers.edu
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Office Hours: By appointment

I. COURSE DESCRIPTION

This class will introduce the important developments and themes of the U.S. labor movement from the end of Reconstruction (1877) through World War II. We will take a close look at how American workers built and organized their unions and communities to defend their interests through wars, depressions, and intense conflicts with increasingly powerful owners of wealth and capital. Through examination of these struggles, we will gain a deeper understanding of the important historical role played by workers and their trade unions as well as learning about how U.S. citizens responded more broadly to the nature of the workplace in political, social and cultural terms.

II. SKILLS DEVELOPMENT

This course meets the writing with revision requirement for the School of Arts and Sciences. In addition to developing your own writing skills through writing successive drafts, you will learn to provide constructive feedback to other students' writing. As part of the writing component, the class instructor(s) will facilitate writing instruction, coordinate peer review sessions on designated days, and assess final writing projects. At the conclusion of the course, students should be able demonstrate an increase in their knowledge and skills in writing/revising academic essays.

Specifically, students should be able to:

- Enter into a dialogue with specialists in a particular field of study;
- Read essays and extract and explain key points and terms;
- Organize a paper from thesis, to topic sentence, to conclusion;
- Interact with texts by using meaningful citations in their papers;
- Use a range of sentence structures; and
- Write meaningful, clear, and organized papers that incorporate thesis development, logic/organization, tone, vocabulary, and spelling.

III. LEARNING OBJECTIVES

The following learning objectives of the course are based on Rutgers University's "Permanent Core Curriculum Learning Outcome Goals" (May 2008) and relate to the overall objective of a liberal arts education. A Rutgers student will be able to:

Core Curriculum: SCL, HST, WCr and WCd

- Explain the development of some aspect of a society or culture over time. (HST-1)
- Understand different theories about human culture, social identity, economic entities, political systems, and other forms of social organization. (SCL-1)
- Communicate complex ideas effectively, in standard written English, to a general audience, and respond effectively to editorial feedback from peers, instructors, and/or supervisors through successive drafts and revision. (WCr)
- Communicate effectively in modes appropriate to a discipline or area of inquiry; evaluate and critically assess sources and use the conventions of attribution and citation correctly; and analyze and synthesize information and ideas from multiple sources to generate new insights. (WCd)

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- Demonstrate an understanding of the perspectives, theories, and concepts in the field of labor and employment relations (Goal 1); and
- Make an argument using contemporary or historical evidence (Goal 4).

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- Communicate effectively at a level and in modes appropriate to an entry level professional (Goal I); and
- Demonstrate an understanding of relevant theories and apply them given the background context of a particular work situation (Goal IV). ^[1]_{SEP}

IV. EXPECTATIONS

Preparation

We will be covering a lot of ground in a very short time so please do your reading assignments, pay attention to the (Questions to Consider) and come to class ready to discuss what you have learned from the readings and viewings.

Communication

I will communicate with you via email on a weekly basis. Most of the time I will be providing you with updates, reminders, adjustments and/or reworking of the syllabus so please check your Rutgers email account regularly. Feel free to contact me via email with questions or concerns about the course. I will do my best to get back to you within 24 hours.

When emailing always include **"History of Labor and Work"** in the subject line of your email.

V. EVALUATION

Final grades will be based on the following:

Attendance/Participation	210	<i>14 classes x 15pts per class = 210</i>
Essay 1 Peer Review	20	<i>You must attend class to complete the peer review and get the points</i>
Essay 1 Draft 2	125	<i>Prof will comment and provide advice for improving final draft</i>
Mid-Term	100	<i>Take Home Exam</i>
Essay 1 Final	125	<i>Prof will compare final version with Draft 2</i>
Essay 2 Peer Review	20	<i>You must attend class to complete the peer review and get the points</i>
Essay 2 Final	200	
Final Exam	100	<i>Take Home Exam</i>
Closeout Conversation	100	<i>Based on Essay 2 and what you learned in the course</i>
Total	1,000	

Attendance/Participation (210)

(For each class you will have an opportunity to earn a total of 15 pts for Attendance and Participation for a total of 210pts)

You get points for coming to class and signing the Attendance sheet. So, it is vitally important that you come to every class. Failure to sign the sign-in sheet will result in a loss of attendance and participation points. You can only be excused for an illness, death in the family or other real emergencies. It's important to note that being excused means that you will have an opportunity to make up the class by answering the **"Questions to Consider"** (see below for more info on Questions to Consider) for the class you missed. And just to clarify, in order to qualify for an excused absence, you need to send me an email prior to the class, or in the case of an emergency, no more than 24 hours after the class.

You earn more points per class based on your contribution to the class discussion.

There will be two opportunities to participate—the first opportunity will be in your small group discussions and the second during full class discussions. **In order to get full credit for participation you will need to participate in both the small group and full class discussions.** I will ask for volunteers to keep track of student participation for each class. For purposes of clarity, if you come to class and only participate in small group discussions, you will earn 12 out of 15 points. If you come to class and participate in both the small group and full class discussion you will get more points and closer to a perfect score for the day (e.g., raise your hand and speak once = 13pt; raise your hand and speak twice = 14pts; and raise your hand and speak 3 or more times = 15pts).

Peer Review Essay Drafts (worth 40pts)

(Peer Review I and II are worth 20pts each for a total of 40 points)

Your first drafts of Essays I and II will undergo *in-class peer reviews* where you will read, comment, and make suggested edits to fellow classmates first drafts. The goal is to help each other to improve your essays and improve your own editing skills. Peer review drafts of both papers are required. You will receive 20pts for conducting the Peer Reviews but to get the points, you must come to class and review at least 2 papers for each session.

Essay I (worth 250 pts)

(Essay I Draft 2, and the final version, are worth 125pts each for a total of 250pts)

For the first Essay you will submit your 2nd draft (the draft that would follow your peer reviews) for grading, and it will count for 125 points and then a final version for another 125 points. (**Note:** The 2nd draft is required in order to submit the 3rd and final version!)

One-On-One Writing Conferences

For Essay I, between Draft 2 and the final version of your Essay, you will also have a personal consultation with me. These meetings will be scheduled for Week 7. I will provide details as we get closer to Week 7.

Essay II (worth 200pts)

For Essay II, you will be required to write a first draft for *Peer Review* (as described above) but will not be required to submit a second draft for grading. The final version of Essay II will count for 200 points.

The Mid-Term and Final Exam (worth 200pts)

The Written Take Home Mid-Term and Final Exam are each worth 100pts for a total of 200pts)

The written take home final exam will be comprehensive, and it will cover all course readings, lectures, discussion questions, films, group exercises, etc. You will have one week to complete the final exam. It usually encompasses two prompts, one covering the first half of the course and the other, the second half of the course.

A Graded "Closeout Conversation" on Essay II and the Course (worth 100pts)

(Based on the Essay II and what you've learned from this course worth 100pts)

Taking an oral exam is probably not something that most of you have done previously and it's going to be a new thing for me too! The oral exam will be based exclusively on the prompt for Essay 2. I want it to be an opportunity for me to have a final meeting with each of you. I will have more to say about the oral exam as we progress through the semester. But for now, and since it will be based on Essay 2, there is no need to worry about the oral exam. The other important thing to note here is that if you show up for your oral exam, give it your best effort, and maybe don't do as well as you might have hoped, you won't get less than a B! I promise. However, if you show up and don't give me your best effort, well you will be graded accordingly.

The “Questions to Consider”

In each course module on Canvas, you will find “Questions to Consider” and they are posted with each weekly reading assignment. We will use them as the basis for all class discussions (and my occasional “rifts”—*planned and unplanned mini lectures*). You will find the Questions to Consider very useful for helping you know what to look for in the readings. They will help you develop your essays, as well as the take home final and closeout conversation.

It is strongly suggested that before you do the readings each week (and here I would add that **you must do the readings before the start of each week of class**), you should review the Questions to Consider and try to answer them while you are doing the readings. It will make you a more active reader! In other words, if you answer the questions before the start of each week of class you will be ready to engage the class discussion and that is important because it impacts your “participation” grade for the course. In other words, if you know the answers to the Questions to Consider, you won’t have any problem writing good essays or getting a good grade for class participation!

VI. Rutgers COVID-19 Protocols

The health and safety of everyone who comes to Rutgers is a shared responsibility. Following these community safety practices will help protect you and others.

Effective October 1, 2022: Although they will continue to be required in all clinical settings, face coverings are no longer required in most indoor spaces at Rutgers. Where masks are optional, students who prefer to wear them are encouraged to do so, and the university fully respects that personal decision. Further, as the pandemic remains fluid, the university is prepared to revisit this change in protocol should future public health conditions warrant.

As Rutgers COVID-19 protocols continue to evolve, using common sense and doing your part in our shared responsibilities continues to be essential. This includes staying home while sick, whether for COVID-19 or not.

VII. DISABILITY STATEMENT

Rutgers University welcomes students with disabilities into all of the University's educational programs. In order to receive consideration for reasonable accommodations, a student with a disability must contact the appropriate disability services office at the campus where you are officially enrolled, participate in an intake interview, and provide documentation:

<https://ods.rutgers.edu/students/documentation-guidelines>. If the documentation supports your request for reasonable accommodations, your campus's disability services office will provide you with a Letter of Accommodations. Please share this letter with your instructors and discuss the accommodations with them as early in your courses as possible. To begin this process, please complete the Registration form on the ODS web site at: <https://ods.rutgers.edu/students/registration-form>.

VIII. STATEMENT OF ACADEMIC FREEDOM

Freedom to teach and freedom to learn are inseparable facets of academic freedom. This class will introduce an array of sometimes conflicting ideas and interpretations of U.S. history, and all who partake in the course should feel encouraged to express their views in an open, civic forum.

IX. COURSE READINGS

All materials for this course will be available on the course Canvas website.

X. SYLLABUS

Week 1: Intros/Course Overview

January 18th

Introductions, Overview, What We All Have in Common with Workers of the Past and Slavery and Freedom

Review Course Syllabus
Discussion: Are You A Commodity?

Week 2: Slavery and Free Labor

January 25th

Readings:

The Wages of Whiteness, Chapter 3, Neither a Servant nor a Master Am I: Key Words in the Language of White Labor Republicanism, pp. 43-64

Who Built America? Prologue—From the Civil War to the Great Uprising of Labor: Reconstructing the Nation, 1865-1877, pp. 3-21

Watch Documentary: The Grand Army of Starvation (on Canvas)

❖ Assign Essay I and explain the Peer Review Worksheet

Review the Rubric
How to write the essay
What does an “A” essay look like?
How we will manage Peer Reviews

Week 3: Slavery and Free Labor (continued)

February 1st

Readings:

Who Built America? Chapter 1, pp. 23-49, 70-71
Brecher, Strike! Chapter 1: The Great Upheaval, pp. 13-37

Gourevitch, Alex, From Slaver to the Cooperative Commonwealth: Labor and Republican Liberty in the 19th Century, Chapter 2: Independent Laborers by Voluntary Contract, pp. 47-66

Week 4: Labor Republicans, the Knights of Labor and the AFL
February 8th

Readings:

Gourevitch, Alex, From Slaver to the Cooperative Commonwealth: Labor and Republican Liberty in the 19th Century, Chapter 3: The Sword of Want, pp. 67-96.

The Monied Metropolis, Chapter 6, pp. 172-195

❖ **First Drafts of Essay I due in class for Peer Review Sessions (20pts)**

Week 5: A Polarized Society: Industrial Capitalism and Worker Organizations in the Gilded Age (1877-1893)
February 15th

Readings:

Who Built America? Chapter 2, pp. 77-79, 91-120

The Monied Metropolis, Chapter 9, pp. 279-285

Gourevitch, Alex, From Slaver to the Cooperative Commonwealth: Labor and Republican Liberty in the 19th Century, Chapter 4: Labor Republicanism and the Cooperative Commonwealth, pp. 97-137.

Documentary: 10 Days that Changed America: The Homestead Strike

❖ **Essay I, Draft 2 due Wednesday, February 15th at 11:59 PM (submit to Canvas) (125pts)**

Week 6: The Triumph of Industrial Capitalism at Home and Abroad (1893-1900)
February 22nd

Readings:

Who Built America? Chapter 3, pp. 124-157, 167-174

Wilentz, Sean, The Politicians and the Egalitarians, Chapter 9: The Steel Town and the Gilded Age, pp. 233-249

David Montgomery, Workers Control

Andrew Carnegie, Wealth, 1889 (read in class)

“Statement from the Pullman Strikers,” pp. 234-236

❖ **Assign Mid-Term**

Week 7: Writing Conferences (No Class) Taylorism

March 1st

Reform and Radicalism in the Progressive Era (1900-1914)

Readings:

Who Built America? Chapter 4, pp. 181-217;

“Frederick Winslow Taylor Explains,” pp. 205-209

“Machinist Testifies on the Taylor System,” pp. 83-85

Samuel Gompers “What Does the Working Man Want?”

Adam Smith “Wealth of Nations”

❖ **Mid-Term Due**
(100pts)

Week 8: Taylorism in the 21st Century

March 8th

Readings: (Note: These are required for Essay II)

[Rosenthal, Caitlin, Accounting for Slavery, Chapter 3: Slavery’s Scientific Management, pp. 85-120, Harvard University Press, Cambridge, Mass, London England, 2019](#)

[Adam Smith “Wealth of Nations” \(Education\)](#)

[Brown, Lauder, Ashton, The Global Auction, Chapter 2: The False Promise, pp. 15-28; Chapter 5: Digital Taylorism, pp. 65-82.](#)

[Guendelsberger, Emily, On the Clock](#)

❖ **Assign Prompt for Essay II**

❖ **Final Version of Essay I Due March 8th @ 10:00am**
(125pts)

Spring Break March 11th -19th

Week 9: Reform and Radicalism in the Progressive Era (continued)

March 22nd

Readings:

Who Built America? Chapter 5, pp. 223-225, 241-255

What Does the IWW Want?

The IWW

Documentary: TBA

Week 10: World War One and the Lean Years for American Workers (1914-1929)

March 29th

Readings:

Who Built America? Chapter 6, pp. 279-280, 292-312, 320-329;

Two anti-war speeches by Eugene V. Debs, pp. 294-298

Joe Hill "The Preacher and the Slave" pp. 117-118

Elizabeth Gurley Flynn Justifies Sabotage pp. 148-150

"O'Connor on the Seattle General Strike," pp. 151-156

"Steel Mill Worker in 1921," pp. 132-135

❖ **First Drafts of Essay II due in class for Peer Review Sessions (20pts)**

Week 11: The Great Depression and the New Deal (Part I)

April 5th

Readings:

Who Built America? Chapter 7, pp. 335-339, 343-352, 375-384

Chapter 8, pp. 391-439

Documentary: The Crash of 1929 and The Road to Rock Bottom

Week 12: The Great Depression and the New Deal (Part II)

April 12th

Readings:

Who Built America? Chapter 9, pp. 445-491

“Adamic on the sit-down strike” and “Dollinger Remembers the Flint Sit-down Strike,” pp. 345-349

Jeremy Brecher, Strike!, Chapter 5 Depression Decade pp. 193-235

Documentary: Sit-Down and Fight or With Babies and Banners

- ❖ **Assign Final Exam**
- ❖ **Final Version of Essay II due April 12th**
(200pts)

Week 13: Working People and World War II (Raising Expectations)
April 19th

Readings:

Who Built America? Chapter 10, pp. 497-547

Readings:

Sherna Berger Gluck, Rosie the Riveter Revisited: Women, the War and Social Change, Interview with Marie Baker (1987)

Robert Korstad and Nelson Lichtenstein, “Opportunities Lost and Found: Labor, Radicals, and the Early Civil Rights Movement,” *Journal of American History*, 75 (December 1988)

Documentary: Rosie the Riveter

- ❖ **Take Home Final Exam due April 19th**
(100pts)

Week 14:

April 26th

- ❖ **Closeout Discussion of Essay II and the Course (on Zoom)**
(100pts)