



American Labor

Merit Badge Workbook



This workbook can help you but you still need to read the merit badge pamphlet.
This Workbook can help you organize your thoughts as you prepare to meet with your merit badge counselor

Merit Badge Counselors may not require the use of this or any similar workbooks.

You still must satisfy your counselor that you can demonstrate each skill and have learned the information. You should use the work space provided for each requirement to keep track of which requirements have been completed, and to make notes for discussing the item with your counselor, not for providing full and complete answers.

If a requirement says that you must take an action using words such as "discuss", "show", "tell", "explain", "demonstrate", "identify", etc, that is what you must do.

No one may add or subtract from the official requirements found on Scouting.org.

The requirements were last issued or revised in 2024 • This workbook was updated in November 2023.

Scout's Name: _____ Unit _____ Date Started _____

Counselor's Name: _____ Phone No.: _____ Email: _____

Please submit errors, omissions, comments or suggestions about this **workbook** to: Workbooks@USScouts.Org
Comments or suggestions for changes to the **requirements** for the **merit badge** should be sent to: Merit.Badge@Scouting.Org

1. Using resources available to you, learn about working people and work-related concerns.

List and briefly describe or give examples of at least EIGHT concerns of American workers. These may include, but are not limited to, working conditions, workplace safety, hours, wages, seniority, job security, equal opportunity employment and discrimination, guest workers, automation and technologies that replace workers, unemployment, layoffs, outsourcing, and employee benefits such as health care, child care, profit sharing, continuing education, and retirement benefits.

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2. With your counselor's and parent or guardian's approval and permission, visit the office or attend a meeting of a local union, a central labor council, or an employee organization, or contact one of these organizations via the Internet.

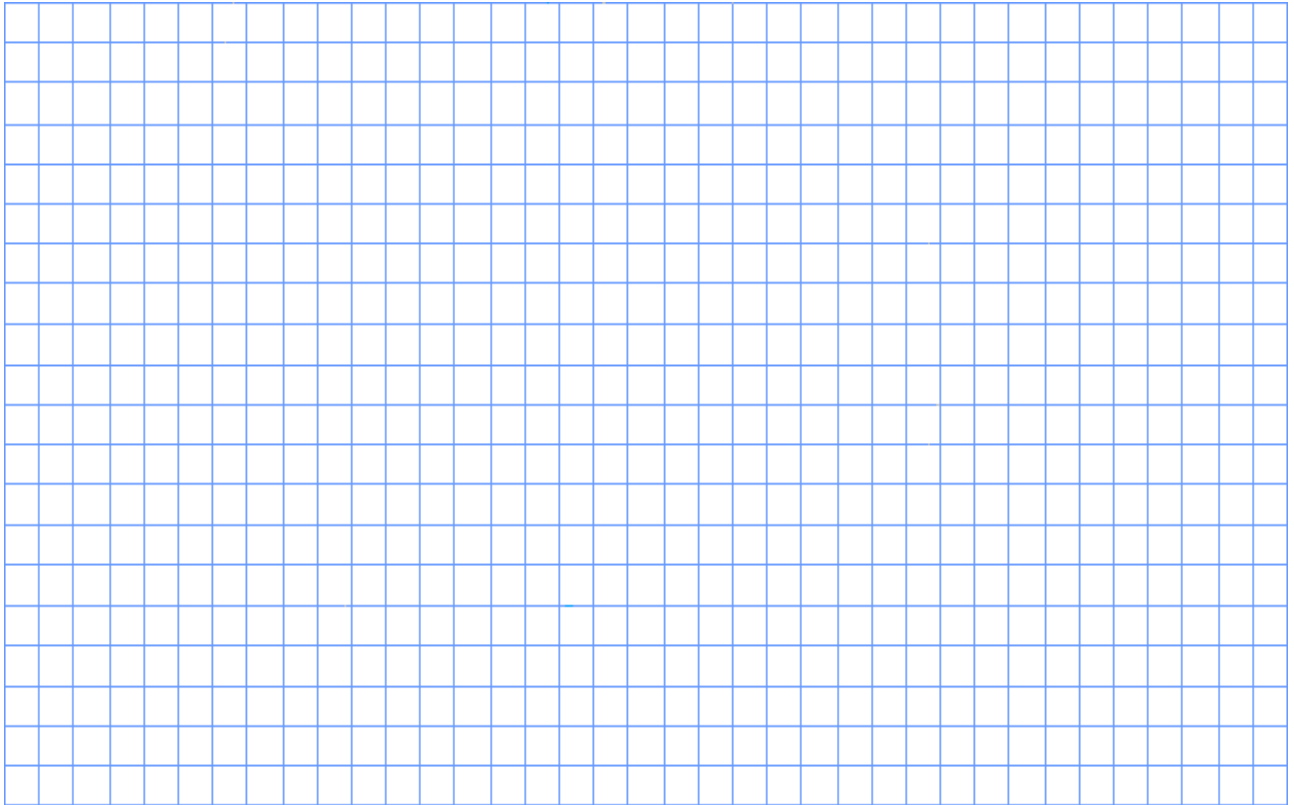
Organization:

Then do EACH of the following:

- a. Find out what the organization does.

- b. Share the list of issues and concerns you made for requirement 1. Ask the people you communicate with which issues are of greatest interest or concern to them and why.

- c. Draw a diagram showing how the organization is structured, from the local to the national level, if applicable.



- 3. Explain to your counselor what labor unions are, what they do, and what services they provide to members.

What they are:

What they do:

What services they provide:

In your discussion, show that you understand the concepts of labor, management, collective bargaining, negotiation, union shops, open shops, grievance procedures, mediation, arbitration, work stoppages, strikes, and lockouts.

Labor:

Management:

Collective bargaining:

Negotiation:

Union shops:

Open shops:

Grievance procedures:

Mediation:

Arbitration:

Work stoppages:

Strikes:

Lockouts:

4. Explain what is meant by the adversarial model of labor-management relations, compared with a cooperative-bargaining style.

5. Do ONE of the following:

a. Develop a time line of significant events in the history of the American labor movement from the 1770's to the present.

1770-1799s	1800-1849	1850-1899	1900-1949	1950-1999	2000-today

b. Prepare an exhibit, a scrapbook, or a computer presentation, such as a slide show, illustrating three major achievements of the American labor movement and how those achievements affect American workers.

c. With your counselor's and parent or guardian's approval and permission, watch a movie that addresses organized labor in the United States. Afterward, discuss the movie with your counselor and explain what you learned.

- c d. Read a biography (with your counselor's approval) of someone who has made a contribution to the American labor movement. Explain what contribution this person has made to the American labor movement.

- 6. Explain the term globalization.

Discuss with your counselor some effects of globalization on the workforce in the United States.

Explain how this global workforce fits into the economic system of this country.

- 7. Choose a labor issue of widespread interest to American workers-an issue in the news currently or known to you from your work on this merit badge.

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Before your counselor, or in writing, argue both sides of the issue, first taking management's side, then presenting labor's or the employee's point of view.

Management's side:

Labor's / Employee's point of view:

In your presentation, summarize the basic rights and responsibilities of employers and employees, including union members and nonunion members.

Employers' rights

Union Employee rights

Non-union Employee rights

8. Discuss with your counselor the different goals that may motivate the owners of a business, its stockholders, its customers, its employees, the employees' representatives, the community, and public officials.

Explain why agreements and compromises are made and how they affect each group in achieving its goals.

9. Learn about opportunities in the field of labor relations. Choose one career in which you are interested and discuss with your counselor the major responsibilities of that position, and the qualifications, education, and training such a position requires.

Career:

Major responsibilities:

Qualifications:

Education:

Training:

When working on merit badges, Scouts and Scouters should be aware of some vital information in the current edition of the *Guide to Advancement* (BSA publication 33088). Important excerpts from that publication can be downloaded from <http://usscouts.org/advance/docs/GTA-Excerpts-meritbadges.pdf>. You can download a complete copy of the *Guide to Advancement* from <http://www.scouting.org/filestore/pdf/33088.pdf>.