



Mock Collective Bargaining Simulation

Things are a little tense at the New Tech Plastic plant. New Tech makes plastic parts for toy makers all over the world. They employ 550 workers at the plant in New Columbia, Missouri. Every year since the passage of the Wagner Act, New Tech managers and workers (also known as labor) cooperate to decide how many hours labor will work and how much money workers will be paid. Such an agreement between management and labor is called a contract. This year, however, workers and management cannot agree on these issues of hours and pay.

The workers have formed picket lines to show the town their point of view. Workers and managers both have been interviewed on local TV news shows. Now, the groups are meeting individually again to decide if and how they are willing to further compromise to reach an agreement on a new contract.

Currently, workers are paid ten dollars an hour. They receive one week of paid vacation and 5 days of paid time off if they are sick. This year, the workers want thirteen dollars an hour. They also want two weeks of paid vacation and 8 days of paid time off if they are sick.

Management does not want to pay this much. It wants to pay eleven dollars an hour, and wants to provide just one week of paid vacation and 6 days of paid time off for workers who get sick.

New Tech is not selling as many toys this year as they have in the past and so the managers say that they can't afford all the things that labor wants. The workers argue that they did not get a raise last year and the cost of things like food, clothing and housing has gone up.

The two groups will first meet separately to discuss how they may compromise. Then they will meet together to try and settle on hours and pay for a new contract. If the groups do not arrive at a compromise, the union will go on strike. This would be costly for both the union and the company, and a strike could be ended by an arbitrator forcing a contract on both sides.



Collective Bargaining Worksheet

Management Worksheet

Current Contract

Hours and wages	Vacation	Sick Leave
\$10.00	1 week	5 days

This year, workers and management have said they want the following things:

❖ This year, management wants to provide:

Hours and wages	Vacation	Sick Leave
\$11.00	1 week	6 days

❖ This year, labor requests:

Hours and wages	Vacation	Sick Leave
\$13.00	2 weeks	8 days

Activity #1: Use the space below to write your group's new offer.

New Management Offer:

Hours and wages	Vacation	Sick Leave

Activity # 2: Use the space below to record the terms for a new contract.

Final Agreement for new Contract

Hours and wages	Vacation	Sick Leave



Collective Bargaining Worksheet

Labor Worksheet

Current Contract

Hours and wages	Vacation	Sick Leave
\$10.00	1 week	5 days

This year, workers and management have said they want the following things:

❖ Business now wants to pay:

Hours and wages	Vacation	Sick Leave
\$11.00	1 week	6 days

❖ Labor now requests:

Hours and wages	Vacation	Sick Leave
\$13.00	2 weeks	8 days

Activity #1: Use the space below to write your group's new offer.

New Labor Offer:

Hours and wages	Vacation	Sick Leave

Activity # 2: Use the space below to record the terms for a new contract.

Final Agreement for new Contract

Hours and wages	Vacation	Sick Leave



Movie Impressions

Title of Movie

Your Name

- ❖ Think about the movie that you just watched.
- ❖ Write in the lines below words or phrases that describe some things you saw.

- ❖ Next, think about topics that describe the words and phrases above.



❖ Below, group the words and phrases by topic.

	Topic	Topic	Topic	Topic
Words and Phrases				

❖ Use the space below to make a spider web chart of your topics and phrases.



Vocabulary List

“Alphabet Agencies”	Government agencies created during the Depression to make jobs for the unemployed and to regulate business affairs. They became known by their initials, for example CCC was the Civilian Conservation Corps.
Collective bargaining	A meeting of owners and workers to bargain or work- out the terms of hours, wages, and working conditions for the workers. Unions and “collective bargaining” were illegal until the Wagner Act (National Labor Relations Act) of 1935.
Company	A group of people joined together in some kind of work or activity.
Depression	A time when business is bad and many people lose their jobs.
“Dust Bowl”	An area of the country in the Middle West from Nebraska to Texas, centered in the region where Oklahoma borders Texas and Kansas, where drought or lack of rain caused many crops to wither and the soil to blow away in large dust storms.
Economy	The control of money that is earned and spent in a home, business, or government.
Financial	Having to do with the business of taking care of money matters.
Luxury	Something that gives comfort or pleasure but is not needed.
Migrant	A person who moves from place to place to find work.
Necessities	Something which is needed.
Over production	The act of making more of a product than is needed.
Panic	Wild fear that is not controlled or based on rational thoughts.
“Penny Auction”	During the dust bowl years, banks auctioned many farms when



	farmers could not pay their debts. Sometimes neighboring farmers agreed beforehand that only one person would bid on any item and only pay one “penny” for the object. The objects purchased for a penny would then be returned to the original owner.
Prosperity	The condition of being successful and comfortable financially.
Regulate	To control something according to rules or a system, usually used by government.
“Roaring 20’s”	Historic period from 1920-1929 when there was widespread prosperity.
Stock Market	A place in New York City where shares of ownership in many different companies are offered for sale (traded). Due to unrealistic buying and selling of shares, there was a “crash” of this market in 1929. Many shares lost much of their value when people panicked and almost everyone tried to sell at the same time.
Unemployed	The condition of being out of work.
Union	A group of workers joined together to protect their interests.
Wages	Money paid to an employee for work done.



Bringing History Home – Student Learning Chart

Activity #:		Student Name:	
Unit Title:			

Content Goals	Thorough Understanding Demonstrated by (4-5 pts)	Limited Understanding Demonstrated by (2-3 pts)	Does Not Understand Demonstrated by (0-1 pts)
Totals:			

Process Goals	Thorough Understanding Demonstrated by (4-5 pts)	Limited Understanding Demonstrated by (2-3 pts)	Does Not Understand Demonstrated by (0-1 pts)
Totals:			