

PRELIMINARY 578:612:01 Labor and Employment History PRELIMINARY

Professor: Dr. Christopher Hayes
Class meetings: Monday 7:40-9:00 PM, via Zoom
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INTRODUCTION

The course will cover topics in labor and employment history, including the changing nature of work, worker movements, and employment relations in the United States.

The course will begin with the industrial revolution and changing market economy of the late 18th and early 19th century, followed by the history of slavery and freedom in the time period surrounding the Civil War and Reconstruction. We will then turn our attention to the “labor question” of how the promises of democracy and independence in America have measured against realities of wage labor in the changing workplaces and economic arrangements of the late 19th century to the present.

We will explore the attitudes, ideologies, cultures, and politics of workers, labor leaders, and employers. This course will also examine how workers of different national, ethnic, racial, and gender backgrounds have experienced work and contributed to the development of unions and worker movements.

Other important themes include the rights and responsibilities of employers and workers, the role of the state in the economy and the workplace, the rise and decline of collective bargaining and the New Deal order, globalization and neoliberalism, and the current problems facing workers and the emergence of new worker movements.

SMLR Learning Objectives

V. Understanding Context: Evaluate the context of workplace issues, public policies, and management decisions.

- Labor and employment history informs debates about the present and future of labor relations, workers’ rights, labor and employment laws, public policy, and labor and social movements.

Course Objectives

This course aims to enable students to:

- Understand how the past shapes the present and apply historical insights to contemporary labor problems
- Understand how and why labor and employment has changed over time
- Understand how social, cultural, political, and economic forces have shaped labor and employment history
- Identify and evaluate the main arguments and supporting evidence in a text
- Enhance writing, communication, and leadership skills
- Expand their sense of personal and political possibility

Course Resources

Course Readings and Audio/Visual Material: Course readings include scholarly and popular book excerpts, articles, and primary source documents. Videos include documentary films, historical clips, and fictional movies based on labor history. All media is available on our Canvas site.

Course Assignments

Participation (25%)

Response Papers (15%)

Final Paper Proposal (10%)

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Final Paper (25%)

Exams (25%)

EVALUATION

Response Papers

Three papers, due weeks 3, 5, and 10.

Students will submit responses to questions posted by the professor on required readings. Papers are two pages, double-spaced, and require the use of appropriate citations. Instructions will be included with each assignment. Citation guides will be posted in the Course Home area in the course.

Final Paper Proposal

Proposal due week 8

Students will submit a one-page draft proposal for their final papers. Directions for developing the paper proposal will be available on the Paper Proposal page.

Final Paper First Draft and Peer Review

First draft due week 11, peer review completed by week 12.

Students will complete a first draft of their final paper and then provide detailed feedback on another student's final paper draft. See below for information about the final paper.

Final Paper Final Draft

Paper due week 13, discussion of papers week 14

Students will write a final paper based on a topic of their own choosing. Students are encouraged to use one or more of the open-access books from the Labor Studies and Work series from the Temple University Libraries and Press. Sponsored by a grant from the National Endowment for the Humanities, the TU Libraries and Press has made thirty previously out-of-print labor studies books freely available online with updated prefaces. Rutgers Labor Studies scholars Dorothy Sue Cobble and Sheri Davis-Faulkner are among the authors of the new prefaces. In support of the grant, this course is among the first in the nation to use the Labor Studies and Work series as a core component of its curriculum. To learn about the series and access the books, visit: www.tupress.temple.edu/open-access/labor-studies/

Final papers are 8 to 10 pages in length, double-spaced and require the use of appropriate citations.

Each part of the process counts toward your final assignment grade, and missing any of the parts – a draft, peer review – will also earn you a significant reduction on your grade. I expect an honest attempt at a full paper for each draft. Doing otherwise will negatively impact your grade. It is your responsibility to make sure you turn in each draft and peer editing form. If you do not have a submission receipt from Canvas, then you have not submitted your essay, and you will be graded accordingly. Declining to make substantial changes to your draft (unless otherwise advised) will result in a failing grade. Turning in no final paper, or turning in only a final paper, or turning in the same paper multiple times, will result in a zero.

Students will present the main findings of their papers and discuss them with their classmates during week 14. Directions for the final paper will be available on the Final Paper page. Citation guides will be posted in the Course Home area in the course.

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Exams

Midterm week 7, final exam after reading period.

Students will complete a midterm and a final exam. Each exam will consist of three short essay response questions (30 points each) on themes and topics from reading assignments, videos, and other course content. The final exam is non-cumulative.

Lateness Policy

All late assignments will be marked down. Ten points will be deducted for every 24-hour period (or portion thereof) your paper is late. That is, a B paper will turn into a C paper if it is up to 24 hours late, and into a D paper if it is up to 48 hours late. While the drafts are not assigned letter grades, failing to turn them or turning them in late will have the same effect on the final draft you hand in for a grade.

You must complete all written assignments in order to receive credit for this course. We will turn back all assignments in a timely manner. If I do not turn back your assignment, it is your job to bring this to my attention. If you believe I have not recorded a grade for an assignment you have turned in, you must clear this up during the semester. After the semester is over, I will not be able to consider claims that you turned in an assignment if I have no record of it.

Attendance

As with any college course, especially at the master's level, you are expected to come to class every meeting, on time, for the duration of the meeting. If you have more than one unexcused absence, your final grade will be reduced by one full grade (e.g. from an A to a B). For every one after that, the same will happen. An excused absence would mean something along the lines of a medical emergency or a funeral and requires documentation. Leaving early and showing up late will count against you as well.

Cheating/plagiarism

There are serious consequences, including expulsion, for both cheating and taking someone else's work without attribution.

Use of AI such as ChatGPT is not permitted in any stages of the writing process on any assignment, from gathering initial ideas through the final product. Using any type of "paraphrasing" tool to "improve" your work is a violation of the academic integrity policy, as you are submitting work that is no longer your own. Something else has rewritten your work for you, and it may include plagiarized text without your knowledge. I expect that all ideas and work will be your own.

The university has clear, strict policies on these matters. I will report all suspected violations. If you have not done so already, please familiarize yourself with the university's academic integrity policy by visiting nbacademicintegrity.rutgers.edu/home/academic-integrity-policy/ The relevant parts are brief and straightforward. If you have any questions, please ask me.

I grade according the following grade breakdown:

A	90				
B+	87	B	80		
C+	77	C	70	D	60

Use of Class Materials

The materials used in this class, including, but not limited to, the syllabus, exams, lecture materials, and assignments are copyright protected works. Any unauthorized copying of the class materials is a violation of federal law and may result in disciplinary actions being taken against the student. Additionally, the sharing

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of class materials without the specific, express approval of the instructor may be a violation of the University's Code of Student Conduct and an act of academic dishonesty, which could result in further disciplinary action. This includes, among other things, uploading class materials to websites for the purpose of sharing those materials with other current or future students. You may not make audio or video recordings of any part of this class without my consent.

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: 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: ods.rutgers.edu/students/registration-form.

CLASS SCHEDULE

January 22

Introductions, Course Requirements and Telling Your Story

January 29

The Industrial Revolution and the Social Structures of Capitalism

February 5

Slavery and Freedom

February 12

Immigration and Exclusion

February 19

Corporate Capitalism and Labor Wars

February 26

Scientific Management, Welfare Capitalism, and the Open Shop

Live discussion session with all international students

March 4

The New Deal, the CIO, and the Rise of Collective Bargaining

March 18

The Arsenal of Democracy and the Postwar Expansion

March 25

From Economic Rights to Civil Rights

April 1

Gender, Sexuality, and Work

April 8

Public Sector Unionism

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April 15

The Challenges of the 1970s, 80s, and 90s

Live discussion session with all international students

April 22

New Economy, New Movements, and the Future of Labor

April 29

Final Paper Presentations and Discussions