• Mass production of quality
• Skilled workers diminished, operators were all that were needed
• Very few safety standards were in place
  o Injuries, death, chronic illness were very common
• Company town- an unpopulated area becomes a town because a big company starts up
  o some had medical care, churches
  o had to provide housing (row houses) and schools
  o had a store to provide groceries, utilities, etc. (company store)
• Scrip- payment to workers instead of cash, it was a form of currency that was only accepted in the company store
  o This made it harder to leave the town because scrip had no value anywhere else
• Female workers- 20% working by 1900
  o Women made roughly half of what men made
  o Normally single women
  o Pink collar jobs- a term for jobs that were dominated by women
• Arabella Mansfield- first female lawyer in the US
  o Some law schools refused to let women in
  o 25% of AA’s continued to work after marriage, compared to 5% of white women that kept working
  o AA’s were paid less so they had to make ends meet somehow
  o AA’s took unskilled work

Child Labor
• 1/5 boys, 1/10 girls worked= cheap labor and they came in smaller sizes
• Breaker boys- they would break up large lumps of coal
• First generation of workers came straight from the farms
• Work becomes more impersonal because you never met people in charge
• Very few rags to riches success stories. Maybe a move up one class, at most

Unions
• Many people act as a group to voice their opinions
• Uriah Stephens comes up with the Knights of Labor
  o taken over by Terence Powderly, wanted to make it public
  o excluded non-producers (people that didn’t work hard for their money)
they didn’t strike, but pressed for many things
Against policy they struck against the Missouri Pacific Railroad
The strike was successful and gained the union many followers
Jake Gould crushes the Union when they tried to strike again
This cause a decline and by the 1890’s the KOL disappeared

- American Federation of Labor (1886)
  - Only allowed skilled laborers, no women and difficult for AA’s to join
  - Initiation fee was high and they also gave technical exams

- Samuel Gompers- leader of the AFL
  - Main goals: higher wages, less hours, better work conditions
  - 1892-membership 250,000
  - 1902- membership 2 million people
  - Provided: Insurance, Social Events, Job Offerings

- Companies fired union workers cause they did not like them.
  - Scabs would replace workers temporarily
  - They put different people to work together so they could discourage collective bargaining

- Yellow Dog Contracts- an agreement to not join the union

**Strikes**
- Haymarket Square in Chicago
  - Worked for McCormick Harvester, wanted 8 hour work days
  - Police killed 2 workers
  - Next night, friendly meeting then police show up again

- Homestead Strike
  - A partner of Carnegie, Henry Frick, cut wages for employees 20%
  - Homestead Steel Works
  - A part of the AFL, Amalgamated Steel and Iron Workers
  - Frick hires the Pinkerton’s as a private army
  - A battle ensues between them, Militia protected the company, strike failed

- Pullman Strike (1894)
  - Pullman Palace Car Company cut wages 25%
  - A company town, their expenses stayed high, pretty much got them stuck
  - The employees strike, American Railway Union headed by Eugene Debs