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**Human Rights Movements in the US: A Historical Overview
of The American Labor Unions**

**Dissertation Submitted in Partial Fulfillment of the Requirements for
Master's Degree in Literature and Civilization**

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Dedication

This work is dedicated to our parents for their never-ending motivation and for teaching us that even the most difficult task can be finished if approached one step at a time.

To Dr. GHEDEIR Brahim Mohammed, our supervisor, who was a guiding light for us as we researched for our dissertation.

To our loved ones who have supported us throughout this journey.

Acknowledgements

It is impossible to begin a study without the assistance of others. While writing our master's dissertation, we received a tremendous amount of assistance and guidance. First and foremost, we want to express gratitude to Dr. GHEDEIR Brahim Mohammed, our dissertation supervisor, whose broad experience was invaluable in developing the research objectives and methodologies. We would not have been able to take our work to a higher level if it were not for his preparation and evaluation.

Furthermore, we would also like to express our gratitude to all of our teachers who taught us during our Bachelor's and Master's degrees, as well as our supervisor, for their devotion, effort, and assistance.

Finally, we must express our gratitude to our personal circle of relatives and friends for their unwavering support throughout this challenging academic year.

Abstract

The United States civil rights movement was a fight for social justice that primarily took place in the 1950s and 1960s to ensure that Black Americans had equal legal protections in the country. The need to defend the shared interests of workers gave rise to the labor movement in the United States. Organized labor unions fought for better pay, more flexible hours, and safer working conditions for those in the industrial sector. The labor movement spearheaded initiatives to end child labor, provide health benefits, and aid injured or retired workers. This study aims to provide a thorough analysis of the US human rights movements along with a background on American labor unions. This study also aims to investigate the main labor unions and the US civil rights movement in their fight for civil and labor rights. To adequately address the research objectives, the current dissertation is a qualitative study that employs descriptive-analytical and historical methods. The study findings revealed that labor unions were established to safeguard employee rights and stop exploitation. Members unite in the fight for better wages and working conditions, and their combined influence can bring about change. In the United States, labor unions have a long history and have had a significant impact on politics and the economy over the years. Higher pay and better working conditions are just a couple of the advantages that unions have for their members. Unions have also consistently supported civil rights.

Keywords: *Black Americans, Civil rights, Civil Rights Movements, Labor Unions.*

List of Abbreviations and Acronyms

US	United States
ICC	Interstate Commerce Commission
NICRA	Northern Ireland Civil Rights Association
IRA	Irish Republican Army
NEA	National Education Association
UBC	United Brotherhood of Carpenters
IUPAT	International Union of Painters and Allied Trades
UTU	United Transportation Union
IAM	International Association of Machinists and Aerospace Workers
UA	United Association
NALC	National Association of Letter Carriers
IBEW	International Brotherhood of Electrical Workers
ATU	Amalgamated Transit Union
IUOE	International Union of Operating Engineers
ANA	American Nurses Association
IBT	International Brotherhood of Teamsters
NRLCA	National Rural Letter Carriers' Association
LIUNA	Laborers' International Union of North America
AFT	American Federation of Teachers
IAFF	International Association of Fire Fighters

SEIU	Service Employees International Union
AFSCME	American Federation of State, County and Municipal Employees
AFGE	American Federation of Government Employees
TWU	Transport Workers Union of America
ILWU	International Longshore and Warehouse Union
USW	United Steelworkers
UFCW	United Food and Commercial Workers International Union
CLC	Canadian Labor Congress
UNITE	Union of Needle trades, Industrial, and Textile Employees
HERE	Hotel Employees and Restaurant Employees Union

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General Introduction

1. Background of the Study

According to United Nations, Human rights are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination.

Human rights are rights we have simply because we exist as human beings - they are not granted by any state. These universal rights are inherent to us all, regardless of nationality, sex, national or ethnic origin, color, religion, language, or any other status. They range from the most fundamental - the right to life - to those that make life worth living, such as the rights to food, education, work, health, and liberty. The Universal Declaration of Human Rights (UDHR), adopted by the UN General Assembly in 1948, was the first legal document to set out the fundamental human rights to be universally protected. The UDHR, which turned 70 in 2018, continues to be the foundation of all international human rights law. Its 30 articles provide the principles and building blocks of current and future human rights conventions, treaties and other legal instruments. The UDHR, together with the 2 covenants - the International Covenant for Civil and Political Rights, and the International Covenant for Economic, Social and Cultural Rights - make up the International Bill of Rights. (United Nations, 2022)

The civil rights movement in the United States was a struggle for social justice that took place mainly during the 1950s and 1960s for Black Americans to gain equal rights under the law in the United States. When we mention human rights, we mean civil rights because civil rights are part of human rights.

The labor movement in the United States grew out of the need to protect the common interest of workers. For those in the industrial sector, organized labor unions fought for better wages, reasonable hours and safer working conditions. The labor movement led efforts to stop

child labor, give health benefits and provide aid to workers who were injured or retired. (History.com Editors, 2009)

2. Statement of the Problem

Labor movements seem to be earlier than civil rights movements in the US. They also continue to coexist and have a lot in common. For this, the existing study explores the different civil rights movements in the United States in addition to the different labor unions throughout the history of the United States, and investigate the connections between the two movements.

3. Research Questions and Research Hypotheses

The present research attempts to answer a set of simple questions related to civil rights movements and labor unions in the united states. The objectives of the study are directed by the following questions:

1. What were the main civil rights movements in the US?
2. What were the main labor unions throughout the history of the United States?
3. What is the relationship between civil rights movements and labor unions movements?

4. Aims of the Study

The purpose of this study, is to furnish a systematic evaluation of the human rights movements in the US with a historical overview of the American Labor Unions. This study also aims to explore the main civil rights movement in the US and also the main labor unions in their pursuit to achieve civil and labor rights. Also, through the historical overview of the two parts of the study being highlighted, much information will emerge. This study also sheds the lights on the impact of civil rights movements on the labor unions creation.

5. Research Methodology

The current qualitative study is divided into two chapters, one is theoretical, and the second is practical. The historical approach is employed in the first chapter, titled "Civil Rights Movements in the US", to emphasize the history of human and civil rights events in the history of the united states related to segregation and black rights. The second chapter, "A Historical

Overview of The American Labor Unions”, uses both historical and descriptive methodologies to determine the foundation and types of labor unions throughout the history of the United States.

6. Significance of the Study

The significance of this study stems from the fact that it connects civil rights to labor rights in the United States. As a result of bargaining for rights and standing out against exploitation. It also shows how the most powerful country in the world gained its strengths in civil and labor society and achieved a better civil and labor organization that impacted politics, economy and military and how may that have helped in making the United States number one in the world today.

7. Structure of the Study

This dissertation consists of two chapters. The first is theoretical and the second one is practical. The first chapter examines the main civil rights movements in the US. More than that, it demonstrates how the majority of the civil movements were about segregation and black rights to be equal to the whites. The subject of the second chapter is the historical overview of the American labor unions. It presents how labor unions were formed and the diversity of fields of work that took part in this labor organization in the US. This part contains a variety of information on this labor organization, including its full history, founding, structure, and aims.

CHAPTER ONE:

HUMAN RIGHTS MOVEMENTS IN THE UNITED

STATES

Introduction

The civil rights movement was a struggle for social justice that took place mainly during the 1950s and 1960s for Black Americans to gain equal rights under the law in the United States. The Civil War had officially abolished slavery, but it didn't end discrimination against Black people. They continued to endure the devastating effects of racism, especially in the South. By the mid-20th century, Black Americans had had more than enough of prejudice and violence against them. They, along with many white Americans, mobilized and began an unprecedented fight for equality that spanned two decades. (History.com Editors, 2009)

This chapter will cover the main civil rights movements in the US and highlights the change of game rules from fighting for civil rights to labor rights. It will also provide information on the major figures of these movements and the story behind their emergence.

1.1 Background

American civil rights movement, mass protest movement against racial segregation and discrimination in the southern United States that came to national prominence during the mid-1950s. This movement had its roots in the centuries-long efforts of enslaved Africans and their descendants to resist racial oppression and abolish the institution of slavery. Although enslaved people were emancipated as a result of the American Civil War and were then granted basic civil rights through the passage of the Fourteenth and Fifteenth amendments to the U.S. Constitution, struggles to secure federal protection of these rights continued during the next century. Through nonviolent protest, the civil rights movement of the 1950s and '60s broke the pattern of public facilities' being segregated by "race" in the South and achieved the most important breakthrough in equal-rights legislation for African

Americans since the Reconstruction period (1865–77). Although the passage in 1964 and 1965 of major civil rights legislation was victorious for the movement, by then militant Black activists had begun to see their struggle as a freedom or liberation movement not just seeking civil rights reforms but instead confronting the enduring economic, political, and cultural consequences of past racial oppression. (American civil rights movement | Definition, Protests, Activists, & Facts, n.d.)

1.2 Main civil rights movements in the United States

1.2.1 Jim Crow Laws

Towards the end of Reconstruction, the Jim Crow era began and lasted until 1965 and Voting Rights Act ended the era of racial segregation. The phrase “Jim Crow Law” appeared in newspapers in 1894. 13th,14th, and 15th Amendments granted African Americans new rights and nullified inequality between whites and blacks. After losing the support of Congress, African Americans were exposed to discrimination and oppression. Their motto was “separate but equal”. Higher courts rejected the opposition of blacks because for them facilities were designed the same and had no discrimination. Public facilities were separated and blacks were excluded. They were forbidden from sharing the same establishments with whites and African American males lost their right to vote in election. It should be remembered that blacks won election after joining and voting and states feared losing their control over blacks. The way of life changed; schools, hospitals, restrooms, phone booths, restaurants, public pools, jails, neighborhoods, etc. were separated. Jim Crow laws maintained racial segregation in the South beginning in the late 1800s. After slavery ended, many whites feared the freedom blacks had. They loathed the idea that it would be possible for African Americans to achieve the same social status as whites if given the same access to employment, healthcare, housing, and education. (EDIS, 2019, p. 13)

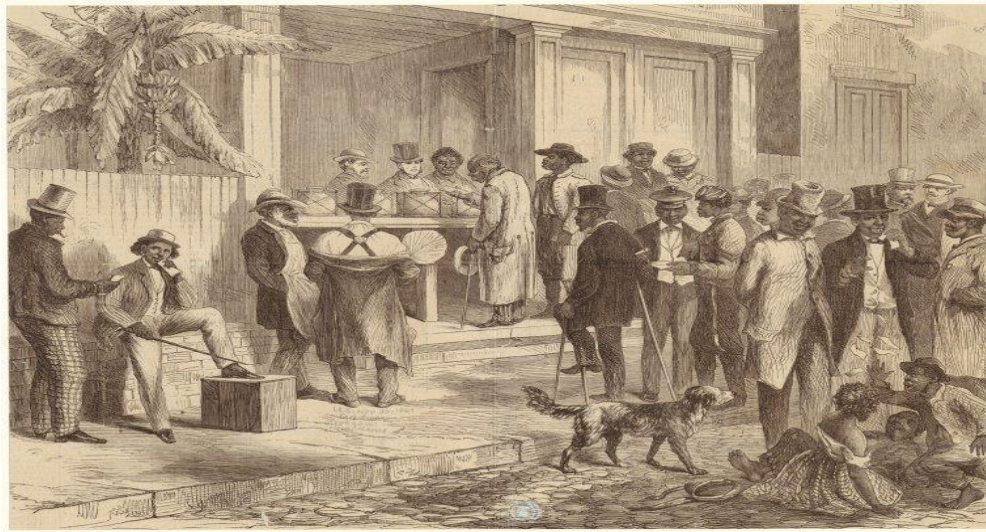


Figure 1.1. Jim Crow Laws "Freedmen Voting in New Orleans" 1867 (19th century illustration via New York Public Library Digital Collection)

1.2.2 World War II and Civil Rights

The civil rights movement was a fight for equal rights under the law for African Americans during the 1950s and 1960s. Centuries of prejudice and discrimination fueled the crusade, but World War II and its aftermath were arguably the main catalysts. (McDermott, 2018)

World War II accelerated social change. Work in wartime industry and service in the armed forces, combined with the ideals of democracy, and spawned a new civil rights agenda at home that forever transformed American life. Black migration to the North, where the right to vote was available, encouraged the Democratic and Republican Parties to solicit African American supporters. Changes in public policy at the federal level augured the end of racial segregation, and civil rights became a national issue for the first time since the Reconstruction era. (Birth of the Civil Rights Movement, 1941-1954 - Civil Rights (U.S. National Park Service), n.d.). Black soldiers fought hard for their country during World War II, but were rewarded with racism when they returned to the South. (Parks, 1992, p. 92)

1.2.3 Rosa Parks

One evening in early December 1955 I was sitting in the front seat of the colored section of a bus in Montgomery, Alabama. The white people were sitting in the white section. More white people got on, and they filled up all the seats in the white section. When that happened, we black people were supposed to give up our seats to the whites. But I didn't move. The white driver said, "Let me have those front seats." I didn't get up. I was tired of giving in to white people. "I'm going to have you arrested," the driver said. "You may do that," I answered. Two white policemen came. I asked one of them, "Why do you all push us around!" He answered, "I don't know, but the law is the law and you're under arrest." (Parks, 1992, p. 10)

When Rosa Parks refused to give up her seat to a white man on the segregated Cleveland Avenue bus, she touched off a 381-day boycott of the city's bus system. Almost immediately, Parks became a civil rights icon, and many misconceptions about her background and motivations were born. These were, in part, perpetuated by Parks herself. In an article in *Ebony* magazine, Parks recalled, "I really don't know why I wouldn't move. There was no plan at all. I was just tired from shopping. My feet hurt." While Parks certainly did not plan to challenge the segregation laws on that day, she was not a tired little old lady turned accidental hero. Mrs. Parks was only 42 years old and no more tired than usual after a long day at work. More importantly, she was an experienced local civil rights activist and had been the secretary of the local Montgomery branch of the National Association for the Advancement of Colored People (NAACP) since 1943. She had worked in other civil rights actions, in voter registration campaigns, and as an adviser to the NAACP Youth Council. Rosa Parks did not simply wander into history. Her actions followed a rational course and placed her within a significant group of African American women activists who struggled against white supremacy and for racial and social justice in the United States. (Hanson, 2011, p. xii).

1.2.4 Little Rock Nine

Central High School was not the only white school to be integrated, nor were the Little Rock Nine the only black students to first step foot in a white school. 12 students in Clinton, Tennessee were actually the first African Americans to attend a state-supported segregated high school in the South in 1956, where the National Guard was deployed to quell rioting protesters. In Louisiana, Chuck Jenkins was the only African American to attend Bogalusa Junior High School. He, too, endured ostracization, abuse, and harassment. As late as 1965, Mississippi was still fighting to integrate, as segregationists in Tchula, Mississippi, burned down their school twice rather than integrate it. In Sturgis, Kentucky, a hostile mob of white farmers and miners prevented eight African American students from attending the all-white high school in 1956, and Kentucky National Guard soldiers and state police had to create a path through the crowd for the students to enter school safely. New Orleans public schools did not integrate until 1964 because of riots, protests, and a backlash from white parents, while several schools in Texas remained segregated until the passage of the Civil Rights Act in 1964, as Governor Allen Shivers refused to use state resources or funds to uphold court ordered integration if local governments opposed it. In addition to the national media coverage, what made Little Rock unique was the involvement of the federal government. Never before had federal resources been used to compel a state to enforce integration, and Eisenhower's choice to exert his authority to promote integration was especially important, regardless of his motives. Of course, nobody deserves more credit for the entire experience more than the students themselves. The Little Rock Nine endured pain, humiliation, fear, and harassment to break the barrier of segregation in their city, which led to further desegregation throughout the American South. They gave up what are supposed to be some of the best years of people's lives to exert their rights to a fair education, boosting

not only their courage, confidence, grit, and faith in the future, but that of the students who followed them. Indeed, the middle of their year together at Central, the Little Rock Nine were cognizant of the enormity of their sacrifice. (The Little Rock Nine: The History and Legacy of the Struggle to Integrate Little Rock Central High School in Arkansas after Brown v. Board of Education, 2020, p. 60)

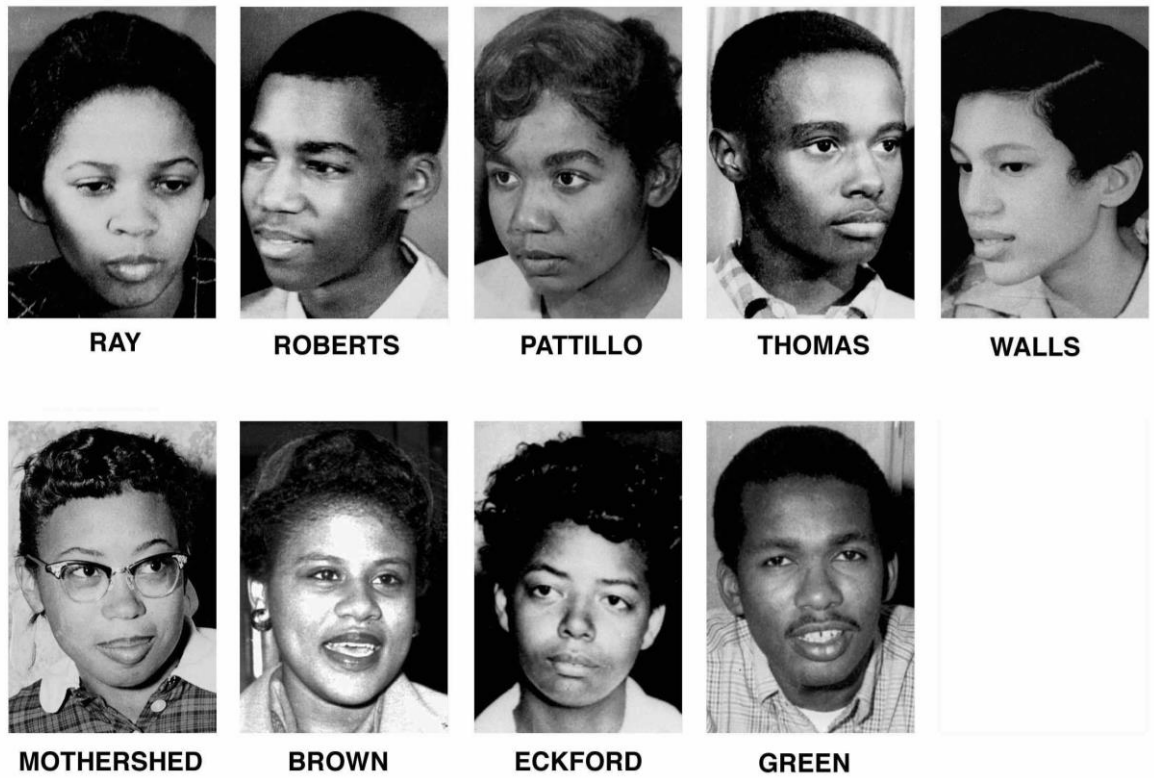


Figure 1.2. The 9 students who entered Little Rock. Sept. 25, 1957.

1.2.5 Civil Rights Act of 1957

In 1957, President Eisenhower sent Congress a proposal for civil rights legislation. The result was the Civil Rights Act of 1957, the first civil rights legislation since Reconstruction. The new act established the Civil Rights Section of the Justice Department and empowered federal prosecutors to obtain court injunctions against interference with the right to vote. It also established a federal Civil Rights Commission with authority to investigate discriminatory conditions and recommend corrective measures. The final act was weakened by Congress due to lack of support among the Democrats. (Civil Rights Act of 1957 | Eisenhower Presidential Library, n.d.)

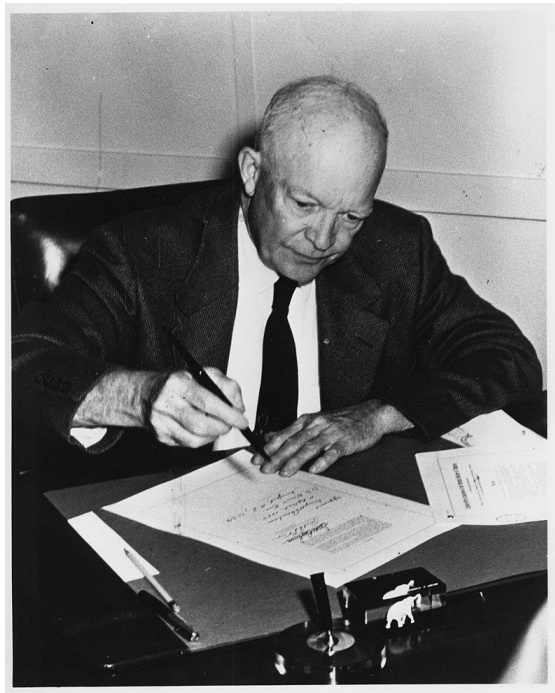


Figure 1.3. President Dwight D. Eisenhower signing the Civil Rights Act of 1957 on September 9, 1957 (U.S. National Archives and Records Administration)

President Dwight D. Eisenhower signed into law the Civil Rights Act of 1957. Originally proposed by Attorney General Herbert Brownell, the Act marked the first occasion since Reconstruction that the federal government undertook significant legislative action to protect

civil rights. Although influential southern congressman whittled down the bill's initial scope, it still included a number of important provisions for the protection of voting rights. It established the Civil Rights Division in the Justice Department, and empowered federal officials to prosecute individuals that conspired to deny or abridge another citizen's right to vote. Moreover, it also created a six-member U.S. Civil Rights Commission charged with investigating allegations of voter infringement. But, perhaps most importantly, the Civil Rights Act of 1957 signaled a growing federal commitment to the cause of civil rights. (Civil rights act of 1957, n.d.)

1.2.6 Woolworth's Lunch Counter

On February 1, 1960, four African American college students (Franklin McCain, Ezell Blair Jr. (later known as Jibreel Khazan), Joseph McNeil, and David Richmond) sat down at a lunch counter at Woolworth's in Greensboro, North Carolina, and politely asked for service. Their request was refused. When asked to leave, they remained in their seats. Their passive resistance and peaceful sit-down demand helped ignite a youth-led movement to challenge racial inequality throughout the South. (Woolworth's lunch counter - separate is not equal, n.d.)



Figure 1.4. The Greensboro Four. (Courtesy of Greensboro News and Record)

1.2.7 Freedom Riders

Freedom Riders were groups of white and African American civil rights activists who participated in Freedom Rides, bus trips through the American South in 1961 to protest segregated bus terminals. Freedom Riders tried to use “whites-only” restrooms and lunch counters at bus stations in Alabama, South Carolina and other Southern states. The groups were confronted by arresting police officers—as well as horrific violence from white protestors—along their routes, but also drew international attention to the civil rights movement. (History.com Editors, 2010)



Figure 1.5. Exhibit on Freedom Riders - Center for Civil and Human Rights - Atlanta - Georgia – USA (from Kelowna, BC, Canada - Exhibit on Freedom Riders - Center for Civil and Human Rights - Atlanta - Georgia – USA)

1.2.8 March on Washington

On 28 August 1963, more than 200,000 demonstrators took part in the March in Washington for Jobs and Freedom in the nation’s capital. The march was successful in

pressuring the administration of John F. Kennedy to initiate a strong federal civil rights bill in Congress. During this event, Martin Luther King delivered his memorable “I Have a Dream” speech. The 1963 March in Washington had several precedents. In the summer of 1941 A. Philip Randolph, the founder of the Brotherhood of Sleeping Car Porters, called for a march in Washington, D.C., to draw attention to the exclusion of African Americans from positions in the national defense industry. This job market had proven to be closed to blacks, despite the fact that it was growing to supply materials to the Allies in World War II. The threat of 100,000 marchers in Washington, D.C., pushed President Franklin D. Roosevelt to issue Executive Order 8802, which mandated the formation of the Fair Employment Practices Commission to investigate racial discrimination charges against defense firms. In response, Randolph cancelled plans for the march. (March on Washington for Jobs and Freedom, n.d.)



Figure 1.6. Crowds are shown in front of the Washington Monument during the 1963 March on

1.2.9 Civil Rights Act of 1964

The Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, religion, sex or national origin. Provisions of this civil rights act forbade discrimination on the basis of sex, as well as, race in hiring, promoting, and firing. The Act prohibited discrimination in public

accommodations and federally funded programs. It also strengthened the enforcement of voting rights and the desegregation of schools. The Civil Rights Act of 1964 is the nation's benchmark civil rights legislation, and it continues to resonate in America. Passage of the Act ended the application of "Jim Crow" laws, which had been upheld by the Supreme Court in the 1896 case *Plessy v. Ferguson*, in which the Court held that racial segregation purported to be "separate but equal" was constitutional. The Civil Rights Act was eventually expanded by Congress to strengthen enforcement of these fundamental civil rights. (Legal highlight: The civil rights act of 1964 | U.S. department of labor, n.d.)

1.2.10 Bloody Sunday

On March 7, 1965, the civil rights movement in Alabama took an especially violent turn as 600 peaceful demonstrators participated in the Selma to Montgomery march to protest the killing of Black civil rights activist Jimmie Lee Jackson by a white police officer and to encourage legislation to enforce the 15th amendment. As the protesters neared the Edmund Pettus Bridge, they were blocked by Alabama state and local police sent by Alabama governor George C. Wallace, a vocal opponent of desegregation. Refusing to stand down, protesters moved forward and were viciously beaten and teargassed by police and dozens of protesters were hospitalized. The entire incident was televised and became known as "Bloody Sunday." Some activists wanted to retaliate with violence, but King pushed for nonviolent protests and eventually gained federal protection for another march. (History.com Editors, 2009)

1.2.11 Voting Rights Act of 1965

The Voting Rights Act of 1965 is a landmark piece of federal legislation in the United States that prohibits racial discrimination in voting. It was signed into law by President Lyndon B. Johnson during the height of the civil rights movement on August 6, 1965, and Congress later amended the Act five times to expand its protections. Designed to enforce the voting rights guaranteed by the Fourteenth and Fifteenth Amendments to the United States Constitution, the

Act sought to secure the right to vote for racial minorities throughout the country, especially in the South. According to the U.S. Department of Justice, the Act is considered to be the most effective piece of federal civil rights legislation ever enacted in the country. It is also "one of the most far-reaching pieces of civil rights legislation in U.S. history." (Contributors to Wikimedia projects, 2002)

1.2.12 Civil Rights Leaders Assassinated

The civil rights movement had tragic consequences for two of its leaders in the late 1960s. On February 21, 1965, former Nation of Islam leader and Organization of Afro-American Unity founder Malcolm X was assassinated at a rally. On April 4, 1968, civil rights leader and Nobel Peace Prize recipient Martin Luther King Jr. was assassinated on his hotel room's balcony. Emotionally-charged looting and riots followed, putting even more pressure on the Johnson administration to push through additional civil rights laws. (History.com Editors, 2009)

1.2.13 Fair Housing Act of 1968

Civil rights activists in 1968 hoped that the passage of the Fair Housing Act would lead to the residential desegregation of American society. The Fair Housing Act was passed in the wake of Martin Luther King Jr.'s assassination in an effort to address, at least symbolically, the anger of African Americans who were rioting in the nation's ghettos. For the first time in American history, legislation banned racial discrimination in the sale or rental of housing. At the time, levels of black residential segregation were extreme, higher than any group had ever experienced before or since. (Massey, 2015, p 571).



Figure 1.7. Fair Housing Act of 1968 (Milwaukee independent)

Conclusion

In many respects, the civil rights movement was a great success. Successive, targeted campaigns of non-violent direct action chipped away at the racist power structures that proliferated across the southern United States. Newsworthy protests captured media attention and elicited sympathy across the nation. Though Martin Luther King Jr.'s charismatic leadership was important, the civil rights cause depended on a mass movement, and it was a 'people's movement', fueled by grass-roots activism. The Civil Rights Act of 1964 and the Voting Rights Act of 1965 led to meaningful change in the lives of many Black Americans, dismantling systems of segregation and black disenfranchisement. In other respects, the civil rights movement was less revolutionary. It did not fundamentally restructure American society, nor did it end racial discrimination. In the economic sphere, in particular, there was still much work to be done. Across the nation, and especially in northern cities, stark racial inequalities were commonplace, especially in terms of access to jobs and housing. As civil rights activists became frustrated by their lack of progress in these areas, the movement began to splinter towards the

end of the 1960s, with many Black activists embracing violent methods. (The American civil rights movement, n.d.)

In the post–civil rights era, some suggested that America had moved into a “post-racial” era, despite the overwhelming statistics documenting racial inequality in American society. Thus, activists who have mined the connection between religion, civil rights, and social justice will have plenty of work to do in the future. The struggle continues through such contemporary venues as the #blacklivesmatter movement. (Harvey, 2016)

The labor movement, once an obstacle to black economic advancement, is now an ally of the civil rights movement. Black workers – and other minority workers – refused to accept the labor movement's racial bars. In fact, the labor movement was never the sole property of white workers. (Arnesen, 2021)

CHAPTER TWO: A HISTORICAL OVERVIEW OF THE
AMERICAN LABOR UNIONS

Introduction

Labor unions in the United States are organizations that represent workers in many industries recognized under US labor law since the 1935 enactment of the National Labor Relations Act. Their activity today centers on collective bargaining over wages, benefits, and working conditions for their membership, and on representing their members in disputes with management over violations of contract provisions. Larger trade unions also typically engage in lobbying activities and electioneering at the state and federal level. (Contributors to Wikimedia projects, 2005)

The labor movement in the United States grew out of the need to protect the common interest of workers. For those in the industrial sector, organized labor unions fought for better wages, reasonable hours and safer working conditions. The labor movement led efforts to stop child labor, give health benefits and provide aid to workers who were injured or retired. (History.com Editors, 2009)

In this chapter we will cite the majority of American labor unions and find connections and relations with civil rights movements. It is important to mention that labor unions came from labor movement as there was a need to be organized in unions, and they played an important role in the civil rights movements.

1. American Labor Unions

The origins of the labor movement lay in the formative years of the American nation, when a free wage-labor market emerged in the artisan trades late in the colonial period. The earliest recorded strike occurred in 1768 when New York journeymen tailors protested a wage reduction. The formation of the Federal Society of Journeymen Cordwainers (shoemakers) in Philadelphia in 1794 marks the beginning of sustained trade union organization among American workers. (History.com Editors, 2009).

1.1 National Postal Mail Handlers Union

The union was founded in New Jersey on August 7, 1912, as the National Association of Postal Mail Laborers of the United States, and incorporated in New Jersey on February 26, 1913. Its object was to unite fraternally all post-office watchmen, messengers and laborers in the United States who are eligible to membership; to secure through cooperation of the Post Office Department the classification of post office watchmen, messengers and laborers with a view to securing more acceptable salary rates, regulation of hours of labor, the upholding at all times of civil service rules and regulations, and for such other objects as may from time to time arise. (Statistics, 1926, p. 179)

1.2 National Education Association

American voluntary association of teachers, administrators, and other educators associated with elementary and secondary schools and colleges and universities. It is the world's largest professional organization. Its headquarters are in Washington, D.C. The association originated in 1857 as the National Teachers Association, which merged in 1870 with the National Association of School Superintendents and the American Normal School Association to form the National Education Association. Its membership exceeded 2.5 million in the early 21st century. The NEA has a complex organizational structure. First, it is a general-purpose, individual-membership organization that advances the cause of public education and the welfare of its members. It has a large professional staff and establishes committees and commissions, which provide numerous services, such as research, publications, liaison with federal-government agencies, promotion of federal legislation, and defense of professional rights. (National education association | American organization, 2016)

1.3 United Brotherhood of Carpenters and Joiners of America

The United Brotherhood of Carpenters and Joiners of America (UBCJA) is one of the largest and most influential labor unions in North America. (United brotherhood of carpenters and joiners of America (UBCJA) archives, 2015). This union officially began in 1881 when 36

delegates from 14 local unions in 11 different cities decided to organize themselves producing a stronger voice. They desired to be on equal terms with employers, establish shorter workdays and increase pay for the work provided. Most importantly, they wanted to spread their work among as many members as possible. By the turn of the century, the Carpenters strengthened from 679 locals with 69,000 members to 2,015 locals with 261,000 members. But, even with all of its gains, there was still an obvious need for a stronger national organization. Over the next 40 years, the Brotherhood fought hard to gain members and respect. By the end of World War II, membership in the United Brotherhood soared to 700,000. Since then, the Brotherhood has made great advances throughout North America and has established itself as one of the nation's largest, strongest and most respected unions. Today, we have over 532,000 members, representing 872 locals. (History - EASRCC, 2020)

1.4 International Union of Painters and Allied Trades

The union was founded in the 19th century to set standards for uniform compensation in the trades and provide a community for workers to share ideas and solve problems. The Brotherhood of Painters and Decorators of America was organized formally in 1887. Within a year, the union boasted a membership of over 7,000 tradesmen and more than 100 local unions. These trade unionists soon realized the power that they had together, rather than staying separate and facing their problems alone. Backed by a growing centralized union, these dedicated organizers won victories over oppressive working conditions that were once thought unchangeable. Today, the IUPAT continues to do its part to lift working families and the rest of the middle class by marching to the words of our founders: "Single-handed we can accomplish nothing; but united there is no power of wrong we may not openly defy". (Our History - IUPAT, 2015)

The International Union of Painters and Allied Trades (IUPAT) is a union representing about 100,000 painters, glaziers, wall coverers, flooring installers, convention and trade show decorators, glassworkers, sign and display workers, asbestos worker/hazmat technicians and

drywall finishers in the United States and Canada. Most of its members work in the construction industry. (Contributors to Wikimedia projects, 2005)

1.5 Sheet Metal Workers International Association

Founded on January 25, 1888 in Toledo, Ohio, as the Tin, Sheet Iron and Cornice Workers' International Association, the union affiliated with the American Federation of Labor (AFL) the following year. Having merged with other craft unions, the organization took the name Sheet Metal Workers' International Association (SMWIA) in 1924. The union represents skilled workers in the construction, manufacturing, service, and shipping industries. SMWIA local union 399 is located in Charleston, South Carolina. (Sheet metal workers international association, local 399 (Charleston, S.C.) records, n.d.)

The Sheet Metal Workers' International Association was a trade union of skilled metal workers who perform architectural sheet metal work, fabricate and install heating and air conditioning work, shipbuilding, appliance construction, heater and boiler construction, precision and specialty parts manufacture, and a variety of other jobs involving sheet metal. On August 11, 2014, it merged with the United Transportation Union (UTU) to form the International Association of Sheet Metal, Air, Rail and Transportation Workers, known by the acronym, SMART. The Sheet Metal Workers' International Association represented about 150,000 members in 185 local unions in the United States and Canada. (Contributors to Wikimedia projects, 2007)

1.6 International Association of Machinists and Aerospace Workers

This union began in 1888 in Atlanta. The Cleveland IAM was first chartered in 1890 as Lodge 83, which organized machinists who worked in local shops. Following the lead of the national organization, which affiliated with the American Federation of Labor in 1892, the local lodges affiliated with the Central Labor Union and joined with other members in a general strike in 1901 for the 9-hour day. During World War I the group won raises for its members by

systematically shifting them from one plant to another. However, following wartime growth in the machinery field, the National Manufacturers Assn. attacked the expanding labor movement by strengthening the blackball system and promoting the open shop. (INTERNATIONAL ASSN. OF MACHINISTS AND AEROSPACE WORKERS | encyclopedia of Cleveland history | case western reserve university, 2018).

With nearly 600,000 active and retired members, the IAM is one of the largest and most diverse labor unions in North America. From Boeing and Lockheed Martin to United Airlines and Harley-Davidson, you will find IAM members across all walks of life. IAM members demand respect and dignity in the workplace. Together, we have been able to bargain for increased job security, higher wages and improved benefits. (About - IAMAW, 2016)

1.7 United Association

The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, commonly known as the United Association (UA), is a labor union which represents workers in the plumbing and pipefitting industries in the United States and Canada.

Before and during the Civil War, plumbers and pipefitters were organized in many major cities of the United States. Journeymen in the pipe trades in the 1880s worked in three basic crafts: plumbers, steamfitters and gasfitters. Plumbers were by far the largest group of journeymen. (A Brief History of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, n.d.)

According to UA's reports to the Department of Labor since 2000, the union has consistently had about 93 percent members in "building trades", the remaining 7 percent in "metal trades". Out of the total membership, most are considered "journeymen", with about 12 percent considered "apprentices". As of January 1, 2017, fourth- and fifth-year apprentices are eligible to vote in the union. The objects of this Association are to protect its members from unjust and injurious competition, and secure through unity of action among all workers of the

industry throughout the United States and Canada, claiming, that labor is capital, and is the only capital that possesses the ability to reproduce itself or in other words, to create capital. Labor is the interest underlying all other interests; therefore, it is entitled to and should receive from society and government protection and encouragement. (Contributors to Wikimedia projects, 2006)

1.8 National Association of Letter Carriers

The National Association of Letter Carriers is the sole representative of city delivery letter carriers employed by the U.S. Postal Service. Since it was founded in Milwaukee in 1889, the NALC has had a long and distinguished history of defending the rights of letter carriers before abusive supervisors, unfair presidential administrations and indifferent Congresses. NALC is the only force that fights to protect the interests of city letter carriers. On March 17, 1970, letter carriers in New York City led a general postal strike against what was then known as the Post Office Department to protest poverty-level wages. Carriers and other postal workers throughout metropolitan New York—and soon in other cities across the country—followed suit. This successful strike by nearly a quarter-million postal workers led to the Aug. 12, 1970 signing of the Postal Reorganization Act which, among other things, gave NALC the authority to bargain collectively for national agreements with the newly created United States Postal Service. (About NALC, n.d.)

1.9 International Brotherhood of Electrical Workers

Founded around the turn of the 20th century in 1891 as a part of the AFL, The International Brotherhood of Electrical Workers (IBEW) emerged out of simply horrid working conditions for electrical workers. At the time of their founding, being an electrical worker meant making about \$10 a week, low even for the era and a death/injury rate that was double other industrial jobs. At one point a staggering 1 out of 2 linemen and wiremen died on the job in certain cities. Thus, the IBEW was largely founded to give these workers the working conditions that all Americans today would consider a fundamental human right.

Quickly the IBEW made history when admitted first women members a year after founding in 1892, and in the coming decades the IBEW largely focused on the expansion of the union. The IBEW was also a trendsetter in improving employee-employer relationships. By establishing the Council on Industrial Relations (CIR) in 1919, which allows for a balanced discussion between labor and management the IBEW has been able to settle thousands of disputes without striking, earning them the title of being a “strikeless industry”.

This is a model that many other unions are still trying to perfect today. Following WWI, membership struggled, but as Franklin D. Roosevelt assumed office, and pro-labor legislation was passed.

FDR's pro-labor legislation paid off when the IBEW had an action plan ready for WWII only 72 hours after a formal request had been made. IBEW members served honorably during WWII in a variety of roles both on the home-front and on the war-front. As the modern era emerged, the IBEW's membership surged, and members are cared for with well-financed and fair pension plans. In fact, by 1974, about 3,000 delegates represented over a million members at the IBEW Convention. Today the IBEW stands strong at about 750,000 members, ready to serve as needed while protecting the rights and dignity of its members. (Our History - IUPAT, 2015)

1.10 Amalgamated Transit Union

The Amalgamated Transit Union is a Labor union in the United States and Canada, representing workers in the transit system and other industries. Today the ATU has over 190,000 members in over 264 local unions in 46 states and 9 provinces. (History - ATU1704, n.d.)

The union was founded in 1892 as the Amalgamated Association of Street Railway Employees of America. The union has its origins in a meeting of the American Federation of Labor in 1891 at which president Samuel Gompers was asked to invite the local street railway associations to form an international union. Gompers sent a letter to the local street railway

unions in April 1892, and based on the positive response arranged for a convention of street railway workers. (Schmidt, 1937, p. 121)

1.11 International Alliance of Theatrical Stage Employees

The IATSE (International Alliance of Theatrical Stage Employees) was founded in 1893 when representatives of stagehands working in eleven cities met in New York and pledged to support each other's efforts to establish fair wages and working conditions for their members. IATSE has since evolved to embrace the development of new entertainment media, craft expansion, technological innovation and geographic growth. Today, IATSE members work in all forms of live theater, motion picture and television production, trade shows and exhibitions, television broadcasting, and concerts as well as the equipment and construction shops that support all these areas of the entertainment industry. IATSE represents virtually all the behind the scenes workers in crafts ranging from motion picture animator to theater usher. During a period when private sector union membership has been in sharp decline, IATSE has continued to grow. Since 1993, IATSE's membership has increased from 74,344 to 150,000 which it attributes to its willingness to adapt its structure to protect traditional jurisdiction and accommodate new crafts. (Contributors to Wikimedia projects, 2004)

1.12 International Union of Operating Engineers

Founded in 1896, IUOE today has over 400,000 members in 123 local unions throughout the United States and Canada. It is a progressive, diversified trade union that primarily represents operating engineers, who work as heavy equipment operators, mechanics, and surveyors in the construction industry, and stationary engineers, who work in operations and maintenance in building and industrial complexes, and in the service industries. IUOE also represents nurses and other health industry workers, a significant number of public employees engaged in a wide variety of occupations, as well as a number of job classifications in the petrochemical industry. This representation is the core of IUOE's mission. From ensuring

protections of prevailing wages on public projects, to alleviating healthcare costs through coalition building, to improving our contractors' competitiveness, IUOE continue to be tirelessly dedicated to the common interests of its members. (About IUOE, n.d.)

1.13 International Association of Bridge, Structural, Ornamental, and Reinforcing Ironworkers

The International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers is a union in the United States and Canada, which represents, trains and protects primarily construction workers, as well as shipbuilding and metal fabrication employees. The union was formed on February 4, 1896 at a meeting in Pittsburgh, Pennsylvania with 16 delegates from the local unions in Boston, Massachusetts, Buffalo, New York, Chicago, Illinois, Cleveland, Ohio, New York City, New York, Detroit, Michigan, Philadelphia, Pennsylvania and Pittsburgh. Iron work is a skilled craft that dates back to the late 19th century and is a result of the rapid rise in the use of modern steel in iron bridges and skyscrapers.[4] It was and is also an exceptionally dangerous job; hundreds of iron workers fell to their death every year in the late years of the nineteenth century. As one saying among Iron Workers of the day put it, "We're killed, but we seldom ever die." (Contributors to Wikimedia projects, 2005)

1.14 American Nurses Association

American Nurses Association (ANA is a national professional organization that promotes and protects the welfare of nurses in their work settings, projects a positive view of the nursing profession, and advocates on issues of concern to nurses and the general public. In the early 21st century the American Nurses Association (ANA) had a membership of some 150,000 nurses among its state and constituent associations. The ANA was founded in New York City in 1896 as the Nurses' Associated Alumnae of the United States and Canada; in 1901 the organization incorporated in the state of New York, broke away from Canada, and subsequently shortened its name to the Nurses' Associated Alumnae. Its foremost goals were to attain licensure for nurses, establish a nurses' code of ethics, promote the image and attend to the financial needs of nurses,

and establish state laws that would control nursing practice. The latter goal was organized not on the national level but by state associations. In the early 1900s individual state associations, beginning with those of New York, New Jersey, North Carolina, and Virginia, enacted bills to ensure the registration of qualified nurses. From that legislation came the title registered nurse (RN). Only those nurses who fulfilled the qualifications defined by their state's Nurse Practice Act (NPA) could use the professional title. From its inception the ANA advocated for the adequate professional training and education of nurses, and it began taking significant action to make changes to nurse-training standards in the 1960s. In 1965 the organization published "Educational Preparation for Nurse Practitioners and Assistants to Nurses," later called the ANA position paper, which states that nursing education should take place in university settings as opposed to hospitals. That was just the beginning of the ANA's proposed—and enacted—changes made to the preparation and professional status of nurses in the United States. (R. Purdy, 2010)

1.15 Teamsters Union

The union was formed in 1903 when the Team Drivers International Union (1899) merged with the Teamsters National Union (1902). Local deliverymen using horse-drawn vehicles remained the core membership until the 1930s, when they were superseded by intercity truck drivers. From 1907 to 1952, the union was headed by Daniel J. Tobin, who increased membership from 40,000 in 1907 to more than 1,000,000 by 1950. It had become the nation's largest union by 1940. Presidents Dave Beck (1952–57) and James Hoffa (1957–71) shaped the Teamsters into a strongly centralized union capable of negotiating nationwide freight-hauling agreements. Presidents Ron Carey (1992–99) and James P. Hoffa, son of a former president, focused on job security and family issues. The union's size, along with the threat of halting shipments of essential goods, gave the Teamsters great bargaining power. But the union's magnitude also provided some officials with opportunities for violently pressuring small employers or profiting, in consort with organized crime, from the manipulation of union pension

funds. In the wake of corruption disclosures implicating Teamster leadership, the American Federation of Labor–Congress of Industrial Organizations (AFL–CIO) expelled the union in 1957—after almost 60 years of membership in the AFL. In 2005 the Teamsters disaffiliated from the AFL-CIO and, with several other unions, helped establish the Change to Win coalition. (Teamsters union, 1998)

1.16 National Rural Letter Carriers' Association

The National Rural Letter Carriers' Association (NRLCA) is an American labor union that represents the Rural letter carriers of the United States Postal Service. The purpose of this Association shall be to "improve the methods used by rural letter carriers, to benefit their conditions of labor with the United States Postal Service (USPS), and to promote a fraternal spirit among its members."

National Rural Letter Carriers' Association was founded in 1903 to advocate higher compensation and improved working conditions for letter carriers in rural areas of the United States. NRLCA was one of the first labor unions to make a collective bargaining agreement with the USPS after President John F. Kennedy's Executive Order 10988 granted federal labor unions the power to bargain collectively. (National rural letter carriers' association, n.d.)

1.17 Laborers' International Union of North America

The Laborers' International Union of North America (LIUNA), often shortened to just the Laborers' Union, is an American and Canadian labor union formed in 1903. As of 2017, they had about 500,000 members. There are nine regions across North America; these regions are further divided into 500 local unions. In 2001, members of the LIUNA participated in the cleanup at Ground Zero in New York following the September 11 terrorist attacks. In 2003, the same year the Laborers' Union celebrated its 100th anniversary, it also spearheaded the creation of its first construction charter school. The Cranston Public Schools Construction and Career Academy is a high school that teaches students about the construction industry and how to get into it. At the

2011 convention, LIUNA passed several resolutions to help invest in political activism through the organization's Political Action Committee (PAC). (Contributors to Wikimedia projects, 2005)

1.18 American Federation of Teachers

American Federation of Teachers (AFT), U.S. trade union for classroom educators, school personnel, and public employees. Through collective bargaining and teachers' strikes, it has obtained for its members better wages, pensions, sick leaves, academic freedom, and other benefits. Under the leadership of Albert Shanker, it instituted national certification tests and other reforms. (L. Nolen, 2009)

The American Federation of Teachers, an affiliate of the AFL-CIO, was founded in 1916 and today represents 1.7 million members in more than 3,000 local affiliates nationwide. (About us, 2022)

1.19 International Association of Fire Fighters

The IAFF is organized on February 28, 1918, as 36 delegates representing 24 local fire fighter unions convene in Washington, DC. They debate on a name for the new organization, deciding between the International Brotherhood of Fire Fighters and the International Association of Fire Fighters. Delegates propose publishing a magazine for members, decide the salary of officers set common goals to live and work with dignity, with care for their safety and concern for their families. (IAFF History, n.d.)

The International Association of Fire Fighters (IAFF) is a labor union representing paid full-time firefighters and emergency medical services personnel in the United States and Canada. The IAFF was formed in 1918 and is affiliated with the AFL-CIO in the United States and the Canadian Labor Congress in Canada. The IAFF has more than 330,000 members in its more than 3,500 affiliate organizations. (Contributors to Wikimedia projects, 2004)

1.20 Service Employees International Union

The SEIU was founded in 1921 in Chicago. Its first members were janitors, elevator operators and window washers. Membership increased significantly with a strike in New York City's Garment District in 1934. Formerly known as the Building Service Employees' International Union, it absorbed the International Jewelry Workers Union in 1980 and later the Drug, Hospital, and Healthcare Employees Union (Local 1199), Health & Human Services Workers. In 1995, SEIU President John Sweeney was elected president of the AFL-CIO, the labor federation that serves as an umbrella organization for unions. After Sweeney's departure, former social worker Andrew Stern was elected president of SEIU. In the first ten years of Stern's administration, the union's membership grew rapidly, making SEIU the largest union in the AFL-CIO by 2000.

This labor union representing over 2 million workers in about 100 occupations in the United States and Canada. The main divisions are health care (around 50% of the union's membership), including hospital, home care and nursing home workers, public services (government employees) and property services (including janitors and security officers).

In November 2015, the SEIU officially endorsed Democratic presidential candidate Hillary Clinton. One of the SEIU's primary initiatives in 2015 and 2016 has been raising the minimum wage to \$15 an hour. The SEIU makes an average of \$25 million-worth of political contributions during campaign election years. (Service Employees International Union, n.d.)

1.21 American Federation of State, County and Municipal Employees

The history of AFSCME began in 1932, as the country suffered through a severe economic depression, when a small group of white-collar professional state employees met in Madison, Wisconsin, and formed what would later become Wisconsin State Employees Union/Council 24. The reason for the group's creation was simple: to promote, defend and

enhance the civil service system. They also were determined to help spread the civil service system across the country. (History, n.d.)

American Federation of State, County and Municipal Employees (AFSCME), American union representing a wide variety of public- and private-sector employees including local and state government workers, hospital workers, university employees, teachers, and other public-school workers. In 1978 AFSCME merged with the Civil Service Employees Association of New York. At a time when enrollments in most American unions were declining, AFSCME became one of the fastest-growing unions in the country, with membership increasing from 100,000 in 1955 to more than 1,000,000 in the early 21st century. Its growth is attributed to an aggressive organizing strategy and to laws that have given state and local government workers new collective bargaining rights. The union is affiliated with the American Federation of Labor–Congress of Industrial Organizations. (American federation of state, county and municipal employees | American organization, 2005)

1.22 American Federation of Government Employees

The American Federation of Government Employees (AFGE) is an American labor union representing over 670,000 employees of the federal government, about 5,000 employees of the District of Columbia, and a few hundred private sector employees, mostly in and around federal facilities. AFGE is the largest union for civilian, non-postal federal employees and the largest union for District of Columbia employees who report directly to the mayor. It is affiliated with the AFL–CIO.

AFGE was founded on October 17, 1932, by local unions loyal to the American Federation of Labor (AFL) and left the National Federation of Federal Employees (NFFE) when that union became independent of the AFL. AFGE is a federation of local unions, with each local maintaining autonomy through operating under local constitutions that comply with the AFGE National constitution ratified originally during its founding in 1932. Federal employees' right to organize and bargain binding labor contracts was established in law by the Civil Service Reform

Act of 1978, which AFGE helped to draft, and which states that collective bargaining in the federal sector is in the public interest while also barring the right to strike. AFGE AFGE has played a crucial role in the struggle for women's rights and civil rights in the federal sector, and was one of the first unions to establish a Women's Department and a Fair Practices Department, with the officer over those departments holding a seat on the National Executive Committee (NEC) and with Women's and Fair Practices Coordinators elected in each AFGE district since the early 1970s. In 2010, the Obama Administration issued an Executive Order for the Federal Government to focus on insourcing Federal jobs rather than outsourcing them overseas or to contractors. (Contributors to Wikimedia projects, 2004)

1.23 Transport Workers Union of America

Transport Workers Union of America founding president Michael J. Quill formed the union in New York in 1934. It was the height of the Great Depression, and through his active, militant approach to organizing, Quill brought together thousands of the city's transit workers to fight back against the greedy companies taking advantage of them and of the nation's dire economic situation. Workers were being hired and fired at will, they were underpaid, they were overworked, and they were mistreated; several previous attempts to organize a union had failed. With Mike Quill at the helm, the union lead strikes and sit-ins that brought the city to its knees, demonstrating once and for all that without transit workers, New York City—and the entire American economy—wouldn't move. The TWU won that battle, and we've been winning ever since. Expanding its reach outside of New York, the TWU then began to organize transit and railroad workers in cities across the country in the 1940s. Later, as the nation's fledgling aviation industry took off, the TWU was right there, organizing flight attendants, baggage handlers, grounds crews, and dispatchers. Soon after, public utilities providing energy to transit companies came under the TWU's protection, as did maintenance workers at colleges and universities and civilian employees on military bases. Looking beyond transit, health department employees and museum curators are just some of the many dynamic workers around the country that know the

benefits of TWU representation. In a new century, new models of transportation began to emerge and the TWU has brought workplace rights to bikeshare workers in Boston, Chicago, San Francisco, New York, Washington, D.C., Phoenix, Cleveland and Jersey City. At every step of the way, the TWU fights for equality in the workplace, and has spoken out against discrimination based on race, job title, and ethnicity ever since its founding. The TWU's record on civil rights is unparalleled: one of the union's proudest moments is when Dr. Martin Luther King, Jr. addressed the TWU convention in 1961, and when TWU members marched with Dr. King in Selma in 1965. From Quill's fight to open up trades and job titles to minorities in the 1930s to the contractual guarantee of maternity leave in the 1980s, the TWU has always recognized that discrimination for any reason has no business in the workplace. The union's membership is as diverse as the job titles it represents. The union is committed to preserving and fighting for Quill's ideals today, remaining "United Invincible" in the effort to ensure all members are treated with dignity and respect. The Transport Workers Union of America (TWU) is a labor union founded in 1934. The Transport Workers Union of America (TWU), AFL-CIO represents more than 150,000 members across the airline, railroad, transit, universities, utilities, and services sectors in the United States. (About – transport workers union, n.d.)

1.24 United Auto Workers

The International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) is one of the largest and most diverse unions in North America, with members in virtually every sector of the economy. UAW-represented workplaces range from multinational corporations, small manufacturers and state and local governments to colleges and universities, hospitals and private non-profit organizations. The UAW has more than 400,000 active members and more than 580,000 retired members in the United States, Canada and Puerto Rico. There are more than 600 local unions in the UAW. The UAW currently has 1,750 contracts with some 1,050 employers in the United States, Canada and Puerto Rico. A unique strength of the UAW is the solidarity between its active and retired members. A solid

majority of the union's retirees stay actively involved in the life of their union, participating in retiree chapters and playing a vital role in the UAW's community action program. Since its founding in 1935, the UAW has consistently developed innovative partnerships with employers and negotiated industry-leading wages and benefits for its members. (About | UAW, 2015)

1.25 International Longshore and Warehouse Union

The International Longshore and Warehouse Union (ILWU) is a labor union which primarily represents dock workers on the West Coast of the United States, Hawaii, and in British Columbia, Canada. The union was established in 1937 after the 1934 West Coast Waterfront Strike, a three-month-long strike that culminated in a four-day general strike in San Francisco, California, and the Bay Area. It disaffiliated from the AFL–CIO on August 30, 2013.

The union, which still uses hiring halls, has a single labor contract with the Pacific Maritime Association which covers all 29 seaports on the west coast of the US, from Bellingham, Washington, to San Diego; its 15,000 dockworkers were paid an average of \$171,000 in 2019. The union has been described as "the aristocrat of the working class" and their members "lords of the docks" for their high pay and power over a choke point of the global economy.

In response to the 2022 Russian invasion of Ukraine, ILWU said that their members will not load or unload any Russian cargo in 29 ports across the United States.[25] The president said that "With this action in solidarity with the people of Ukraine, we send a message that we unequivocally condemn the Russian invasion". The ILWU was part of the global industrial boycott of port and maritime workers against Russian-flagged ships and cargo. (Contributors to Wikimedia projects, 2004)

1.26 United Steelworkers

United Steelworkers (USW), in full United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, American

labor union representing workers in metallurgical industries as well as in healthcare and other service industries. The union grew out of an agreement reached in 1936 between the newly formed Committee for Industrial Organization (CIO; later the Congress of Industrial Organizations) and the Amalgamated Association of Iron, Steel, and Tin Workers, an older union that had failed in earlier attempts to organize American steelworkers. Operating within the CIO, the newly formed union was called the Steel Workers Organizing Committee (SWOC). Under the leadership of Philip Murray, the SWOC quickly developed into a strong organization, and in 1937 the giant United States Steel Corporation recognized the union as a bargaining agent. A group of independent steel firms, known as “little steel,” held out against the union until 1941, when, under pressure from the federal government, they too recognized it. In 1942 the SWOC was officially transformed into the United Steelworkers of America (USWA). Murray served as president until his death in 1952. The USWA absorbed the Aluminum Workers of America in 1944, reached a total of more than one million members by the mid-1950s, and achieved industry-wide bargaining power in steelmaking. It also won unprecedented benefits for its members in the decades after World War II. Starting in the mid-1970s, however, the USWA’s membership and bargaining power declined as the American steel industry faced competition from lower-priced steel manufactured in other parts of the world.

In 1986 high domestic production costs and decreased demand caused the major American steel companies to suspend their 30-year practice of bargaining jointly with the USWA—an approach called coordinated bargaining. In a fast-changing market, it was no longer possible for steel companies to operate collectively in negotiating long-term labor agreements. Instead, each steel company began to bargain separately with the union. The result was a period of difficult negotiations with USX Corporation (former parent company of United States Steel) that led to a lockout and the longest work stoppage in the history of USX (July 1986–January 1987). In April 2005 the USWA merged with the Industrial, Chemical and Energy Workers

International Union (PACE). The new union represented workers in the United States, Canada, and the Caribbean. (United Steelworkers | American labor union, 2013)

1.27 Office and Professional Employees International Union

The Office and Professional Employees International Union (OPEIU) is a trade union in the United States and Canada representing approximately 88,000 white-collar working people in the public and private sectors. It has members in all 50 US states, the District of Columbia, and Puerto Rico, as well as in one local in Canada. Clerical unions began forming in the early 1900s. By 1920, the American Federation of Labor (AFL) had issued charters to more than 50 clerical unions. In 1942, the locals banded together to form the International Council of Office Employee Unions. In 1945, this union received a charter from the AFL as the Office Employees International Union. In 2010, the Association of Minor League Umpires, the national labor union that represents Minor League Baseball umpires voted to join OPEIU. (Contributors to Wikimedia projects, 2006)

1.28 Communications Workers of America

CWA was founded in 1938 at meetings in Chicago and New Orleans. First known as the National Federation of Telephone Workers, the union became the Communications Workers of America in 1947. CWA got its start in the telephone industry, but today it represents workers in all areas of communications, as well as in health care and public service, customer service and many other fields. Early organizing efforts did not include women who worked in the telephone industry. It was not until 1912 that the IBEW accepted telephone operators — generally women — as members. In 1919, IBEW's telephone department claimed 200 telephone locals with 20,000 members. (CWA history, 2016)

1.29 American Postal Workers Union

The American Postal Workers Union, APWU, is the largest postal union in the world. The organization represents employees of the United States Postal Service including clerks, maintenance employees, motor vehicle service workers, and support service employees. APWU

was founded upon the merger of five postal unions: the United Federation of Postal Clerks, the National Postal Union, the National Association of Post Office, the General Service Maintenance Employees, and the Association of Special Delivery Messengers. The merger of the five unions was largely the result of the Postal Reorganization Act. After new rights were given to postal unions under the Act, APWU was founded to represent workers of various postal positions under one single labor organization and to create one bargaining entity. Today, APWU represents approximately 330,000 USPS employees and consists of state and local unions as well as retiree chapters throughout the country. The union acts as an umbrella organization which represents the interests of these autonomous state and local affiliates at the national level. The union's primary focus is to negotiate, interpret, and enforce a National Agreement with the United States Postal Service, which establishes wages, working conditions, and benefits for postal workers. (Postal unions, 2020)

1.30 United Food and Commercial Workers

The United Food and Commercial Workers International Union (UFCW) is a labor union representing approximately 1.3 million workers in the United States and Canada in industries including retail; meatpacking, food processing and manufacturing; hospitality; agriculture; cannabis; chemical trades; security; textile, and health care. UFCW is affiliated with the Canadian Labor Congress (CLC) and the AFL-CIO; it disaffiliated from the AFL-CIO in 2005 but reaffiliated in 2013. The UFCW was created through the merger of the Amalgamated Meat Cutters and Butcher Workmen of North America (AMC) union and Retail Clerks International Union (RCIU), following the new union's founding convention in June 1979. (Contributors to Wikimedia projects, 2003)

1.31 UNITE HERE

UNITE HERE is a labor union that represents 300,000 working people across Canada and the United States. Members work in the hotel, gaming, food service, manufacturing, textile,

distribution, laundry, transportation, and airport industries. (Who We Are - UNITE HERE!, 2019)

UNITE HERE's history can be traced to the beginnings of the North American labor movement and is rooted in organizing among workers in the garment and restaurant industries. Past and present, immigrant workers, Black workers and other people of color have been at the center of the Union's efforts to end poverty and change lives—from over 100 years ago, when immigrant founders led the historic Bread and Roses strike, to today, leading campaigns taking on some of the world's most powerful billionaires and institutions. In the 1960s, New York's HERE locals marched in support of lunch counter sit-ins to end segregation in the South. Forty years later, UNITE HERE led the labor movement to reverse its position on immigrant labor and advocate for immigration reform, organizing the Immigrant Workers' Freedom Ride in 2003 to counter anti-immigrant bigotry and xenophobia in the wake of 9/11. (History - UNITE HERE!, 2021)

Conclusion

To conclude, labor movement in the United States grew out of the need to protect the common interest of workers. For those in the industrial sector, organized labor unions fought for better wages, reasonable hours and safer working conditions. The labor movement led efforts to stop child labor, give health benefits and provide aid to workers who were injured or retired. (History.com Editors, 2009)

Thanks to the efforts of labor unions, workers have achieved higher wages, more reasonable hours, safer working conditions, health benefits, and aid when retired or injured. Labor unions were also instrumental in ending the practice of child labor. They have exerted a broad influence on American life, reshaping the political, economic, and cultural fabric of the country. Backing for unions has been rising in the U.S. A Gallup poll, released Aug. 30, 2022, found that 71% of Americans now support unions--up from 65% before the pandemic, and the highest support level since 1965. (Sandroff, 2012)

The labor movement has never been swift to change. But if the new high-tech and service sectors seemed beyond its reach in 1989, so did the mass production industries in 1929. There is a silver lining: Compared to the old AFL, organized labor is today much more diverse and broadly based: In 2018, of the 14.7 million wage and salary workers who were part of a union (compared to 17.7 million in 1983), 25 percent are women and 28 percent are Black. (History.com Editors, 2009)

General Conclusion

The current part is an attempt to recapitulate the main findings of this research to answer the set of questions mentioned in the beginning of this study. To better understand the relationship between labor unions and civil rights.

The 1950s and '60s were the height of the civil rights movement and the continued struggle for social and racial justice for African Americans in the United States. The Civil War abolished slavery, but it did not end discrimination. African Americans, along with help from many white colleagues, mobilized and began an unprecedented journey for equality. (Bond-Nelms, 2018). The March on Washington for Jobs and Freedom, also known as simply the March on Washington or The Great March on Washington, was the main civil rights movements that combined freedom, equality and the right for better jobs. The purpose of the march was to advocate for the civil and economic rights of all Americans.

Furthermore, this study introduced the notion of a labor union is rooted in egalitarianism, in promoting the rights of workers through solidarity and unity. This core principle seems to sit comfortably with the idea of racial equality. However, historically in the USA labor unions have found themselves on both sides of the civil rights debate. When they were supportive, it was often more out of necessity than genuine belief. Despite this, organized labor was the background for towering figures in the movement – A Philip Randolph, Bayard Rustin and Walter Reuther in particular. All played elemental roles in the acceleration of the Civil Rights Movement in the 1960s, and belong in the pantheon of great civil rights leaders.

Moreover, the study shows that labor unions have existed in the United States since the birth of the country, tracing their origins back to the 18th-century Industrial Revolution in Europe. After the Civil War and the end of slavery, the need for both skilled and unskilled labor increased. Union members in the skilled trades remained overwhelmingly native-born White Protestant males throughout the 19th century. These higher-paid workers had the funds to pay

union dues and contribute to strike funds. They were reluctant to organize unskilled Irish and Italian immigrants, and also excluded women and Black workers. Black workers were often paid lower wages, which made White workers fear they would be replaced by cheaper labor.

Finlay the study gives some important takeaways. Discrimination in unions was common until after WWII and kept Black workers, women, and immigrants out of higher-skilled and higher-paid jobs. Today, labor union members are very diverse, including more women and Black workers than ever before. Labor unions were created to protect employee rights and stop exploitation. Members fight together for better pay and working conditions and collectively can be influential enough to engineer change. Labor unions have a long history in the United States and have broadly influenced politics and the economy over the years. Some of the benefits of unions for workers have included higher wages and better working conditions and always have been supportive for civil rights. Union membership reached a peak in the 1940s and 1950s. After declining in recent decades, younger generations, the impact of the pandemic on workers, and a tight labor market are helping to boost union membership in the coming years. (Sandroff, 2012)

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ملخص

كانت حركة الحقوق المدنية في الولايات المتحدة كفاحًا من أجل العدالة الاجتماعية حدثت في المقام الأول في الخمسينيات والستينيات من القرن الماضي لضمان تمتع الأمريكيين السود بحماية قانونية متساوية في البلاد. أدت الحاجة إلى الدفاع عن المصالح المشتركة للعمال إلى ظهور الحركة العمالية في الولايات المتحدة. كافحت النقابات العمالية المنظمة من أجل أجور أفضل، وساعات عمل أكثر مرونة، وظروف عمل أكثر أمانًا للعاملين في القطاع الصناعي. قادت الحركة العمالية مبادرات لإنهاء عمالة الأطفال، وتوفير المزايا الصحية، ومساعدة العمال المصابين والمتقاعدين. تهدف هذه الدراسة إلى تقديم تحليل شامل لحركات حقوق الإنسان الأمريكية إلى جانب خلفية عن النقابات العمالية الأمريكية. تهدف هذه الدراسة أيضًا إلى التحقيق في النقابات العمالية الرئيسية وحركة الحقوق المدنية الأمريكية في كفاحها من أجل الحقوق المدنية والعمالية. لمعالجة أهداف البحث بشكل مناسب، فإن الأطروحة الحالية هي دراسة نوعية تستخدم الأساليب الوصفية التحليلية والتاريخية. كشفت نتائج الدراسة عن إنشاء نقابات عمالية لحماية حقوق الموظفين ووقف الاستغلال. يتحد الأعضاء في النضال من أجل تحسين الأجور وظروف العمل، ويمكن أن يؤدي تأثيرهم المشترك إلى إحداث التغيير. النقابات العمالية في الولايات المتحدة لها تاريخ طويل وكان لها تأثير كبير على السياسة والاقتصاد على مر السنين. الأجور المرتفعة وظروف العمل الأفضل ليست سوى بضع مزايا للنقابات لأعضائها. كما دعمت النقابات باستمرار الحقوق المدنية.

كلمات مفتاحية: الحقوق المدنية الأمريكية، روزا باركس، اتحاد العمال الأمريكي.