Retail employee management- 2_02

Business

Retail Employee Management-Assignment 2 The Wagner Act of 1935 The Wagner act was a bill introduced to the senate by Senator Robert. F, Wagner in May 1935 (Boyer, 2008). The contents of the bill proposed the creation of a new independent labor agency to oversee the employees` affairs. Wagner proposed the new national labor relations board would be comprised of three members who were to be chosen by the president and confirmed by the senate. It gave employees the right to join and form trade unions and left little room for them to be influenced by the government and employers. President Franklin D. Roosevelt officially signed the act into law in July 5, 1935.

The Taft-Hartley Act of 1947

The Taft-Hartley Act of 1947 was a bill introduced and sponsored by Senator Robert A. Taft and Representative Fred A. Hartley. Its main objective was to amend parts of the Wagner act of 1935 (International Association of Fire Chiefs, 2010). The bill stated proposed the following changes to the Wagner bill. It was illegal for trade unions to contribute funds towards a political campaign. The president had the mandate to appoint a special board of inquiry to investigate disputes among the trade unions if he thought the disagreements were a threat to national security. The bill (act) also required the union leaders to take oaths to prove they were not communists. After tense lobbing and opposition to the bill by President Harry S. Truman, the Senate went ahead and approved it on July 23, 1947.

The Landrum-Griffin Act of 1959

The Landrum-Griffin Act also known as the labor-management reporting and disclosure act was named after its sponsors` Representative Phillip M. Landrum and Senator Robert P. Griffin (International Association of Fire

Chiefs, 2010). The act prevents corruption within the trade unions and to guarantee the union members that the affairs of the trade unions would be conducted democratically. It was after an investigation on union corruption and racketeering was done, and the results showed that some of the trade unionists were indeed corrupt and unscrupulous. President Dwight Eisenhower signed the bill into law in 1957.

The Byrnes Act of 1936

The Brynes act is a federal law that was enacted in 1936. It is also known as the Anti-breaking law. The act prevents the movement and transportation of strikebreakers. The act states it is a crime to employ an individual, who has engaged or resorted to using force during labor disputes. The use of threats and force is prohibited by the act. Some of the acts prohibited include stirring up violence and inciting fellow workers to violence. Offenders of the Byrne’s act are punished through fines and in cases of extreme circumstances, it could lead to imprisonment for two years.

The Norris-LaGuardia Act of 1932

The Norris-LaGuardia Act of 1932 bill removed the judicial and legal barriers against the actions of organized labor (International Association of Fire Chiefs, 2010). The bill declared that members of labor unions should have the freedom of association, which should not be influenced by employers. The act also shields labor unions from injunctions given by courts. Republican Senator George Norris and Representative Fiorello H. La Guardia introduced the act to Congress, and it was passed unanimously because the public opinion had shifted against the employers, who used their power and influence to prevent employees from joining labor unions.

References

Boyer, P. S. (2008). The enduring vision: A history of the American people. Boston: Houghton Mifflin. Print

International Association of Fire Chiefs. (2010). Fire officer: Principles and practice. Sudbury, MA: Jones and Bartlett Publishers. Print