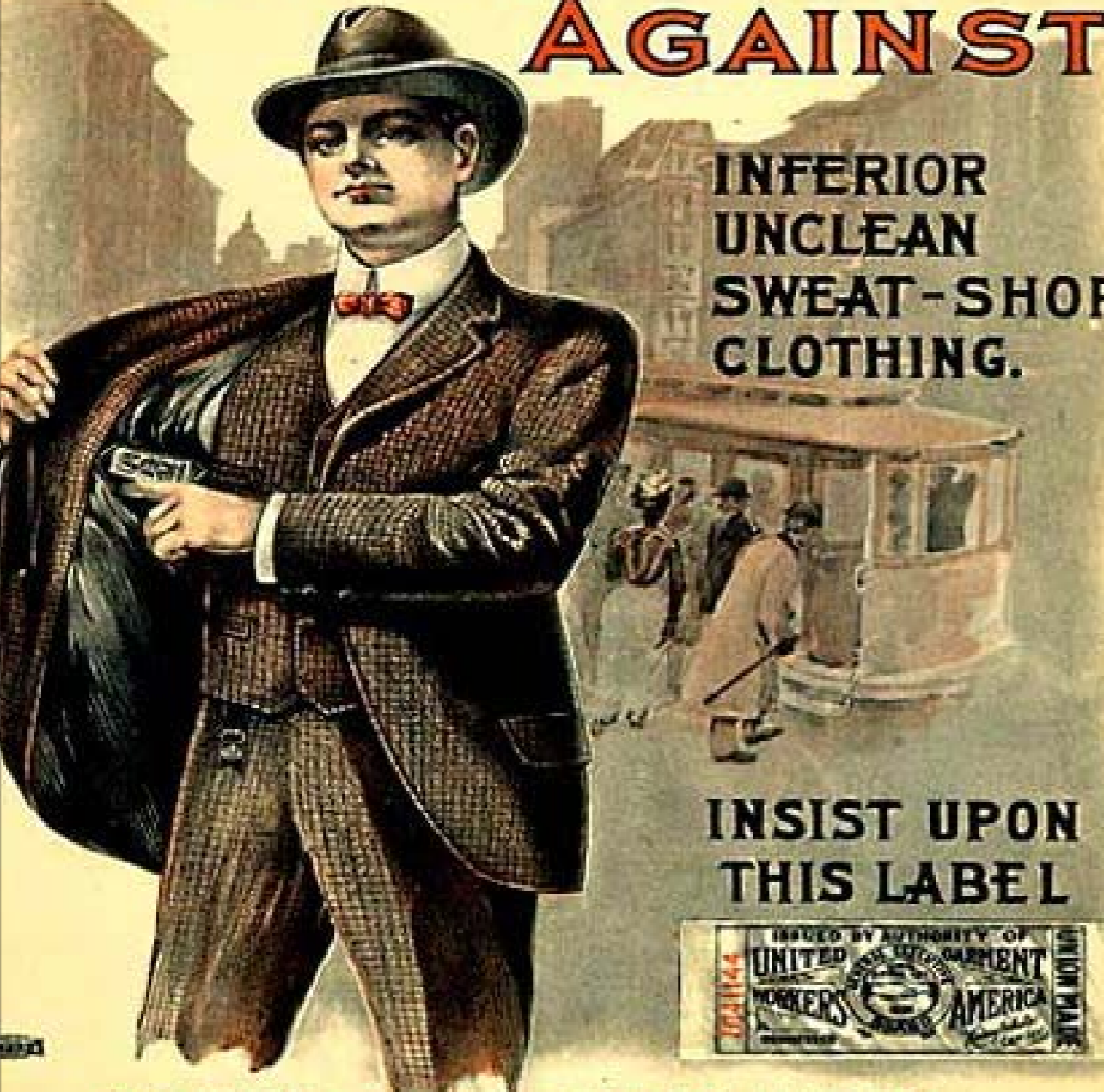



LABOR UNIONS

DISCRIMINATE AGAINST



**INFERIOR
UNCLEAN
SWEAT-SHOP
CLOTHING.**

**INSIST UPON
THIS LABEL**



**ENDORSED BY ALL TRADES UNIONS
AND LEADING REFORM SOCIETIES.**



The industrial revolution

Order your Used Car, Tire, Truck and Accessory ads for next Sunday's Globe today. Make sure of your copy of the Sunday Globe by ordering it regularly from your dealer.

The Boston Daily Globe EXTRA

VOL. XCV—NO. 16 BOSTON, THURSDAY MORNING, JANUARY 16, 1919—SIXTEEN PAGES PRICE TWO CENTS

MOLASSES TANK EXPLOSION INJURES 50 AND KILLS 11

SCENE OF RUIN AND DESOLATION IN NORTH END AFTER DESTRUCTION OF PURITY DISTILLING COMPANY TANK AND NEARBY STRUCTURES



SEVERAL VIEW OF THE EXPLOSION, LOOKING NORTH ACROSS NORTH END PARK. THE CROSS WITHIN THE CIRCLE MARKS THE LOCATION OF GREAT MOLASSES TANK WHICH EXPLODED. SECTIONS OF THE METAL MAY BE SEEN BLOWN TO THE EXTREME LEFT AND RIGHT OF THE PICTURE.

**Death and Devastation
In Wake of North
End Disaster**

**Buildings Demolished, Sticky
Mass Floods Streets—
Loss \$500,000**

**Red Cross Women, Firemen and
Sailors Do Heroic Work
In Aiding Victims**

A ton of more than 1,000,000 gallons of molasses, freed by the sudden explosion and collapse of a giant iron tank, sent a tidal wave of death and destruction stalking through North End Park and Commercial as shortly after noon yesterday. Casualty lists furnished by the various hospitals total 11 dead and 50 injured.

LIST OF DEAD

DEAD AT NORTH GROVE STREET MORGUE

Mrs. Bridget Clougherty, 6 Copps Hill terrace, identified by her son.

WITH THE DEATH
TOLL RISING
SOMETHING
NEEDED TO BE
DONE

EARLY UNIONS FAILED
DUE TO MANY INTERNAL
AND EXTERNAL FACTORS



SAMUEL GOMPERS

LAWS PASSED IN THE 1930'S
HELPED WEAK UNIONS
BECOME A STRONG FORCE



F.D.R

THREE MAJOR GROUPS TODAY

- AMERICAN FEDERATION OF LABOR
- CONGRESS OF INDUSTRIAL ORGANIZATIONS
- CHANGE TO WIN FEDERATION



BENEFITS FOR EMPLOYEES

- 10-30% HIGHER WAGES THAN NON-UNION WORKERS
- THEY HAVE STRENGTH BY NUMBERS
- JOB SECURITY
- BETTER HEALTH AND OTHER BENEFITS
- EMPOWER THEM TO SPEAK HOW THEY FEEL



DISADVANTAGES FOR EMPLOYEES

- PAID DUES OFTEN OFFSET HIGHER WAGES
- UNION LEADERS MAY GET PAID TOO MUCH
- ALLOCATION OF FINANCIAL RESOURCES
- EMPLOYERS TRUST AND FAVOR NON-UNION EMPLOYEES MORE
- THE SUPERVISORS TURN INTO A BOSS FIGURE
- NO INDIVIDUALIZATION - YOU DO AS THE GROUP DOES



ADVANTAGES FOR EMPLOYERS

- LESS EMPLOYEE TURNOVER
- EASIER TO DISCIPLINE EMPLOYEE
- EASIER TO COMMUNICATE WITH EMPLOYEES
- EASY TO FORECAST BUDGET PLANS INTO THE FUTURE



DISADVANTAGES FOR EMPLOYERS

- HIGHER WAGES
- STRIKES
- DECREASED HR INFLUENCE
- MORE LAWSUITS
- OTHER COSTS ASSOCIATED WITH KEEPING THE STANDARD



HOW CAN THE HUMAN RESOURCE DEPARTMENT HANDLE UNIONS?

- UNIONS LACK AN HR FUNCTION AND IS TRULY HURTING THEM AND THEIR CREDIBILITY
- UNIONS NEED TO WORK MORE CLOSELY WITH THE EMPLOYER TO IMPLEMENT CLEAR STANDARDS
- THEY CAN SET UP PERFORMANCE MANAGEMENT SYSTEMS
- OFFER MORE SOUGHT AFTER BENEFITS



CITATIONS

<http://smallbusiness.chron.com/disadvantages-union-membership-employers-perspective-33242.html>

http://www.ehow.com/about_5435574_labor-union-advantages-employer.html

<http://www.flexstudy.com/catalog/schpdf.cfm?courseenum=95017>