

Arbitration	A settlement technique in which a third party reviews the case and imposes a decision that is legally binding for both sides.
Blue-collar worker	Someone who works in an industrial job, often in manufacturing, and who receives wages.
Collective bargaining	The process in which union and company representatives meet to negotiate a new labor contract.
Contingent employment	Temporary jobs or part-time jobs.
Equilibrium wage	The wage rate that produces neither an excess supply of workers nor an excess demand for workers in the labor market.
Featherbedding	The practice of negotiating labor contracts that keep unnecessary workers on a company's payroll.
Glass ceiling	An unofficial, invisible barrier that prevents women and minorities from advancing in businesses dominated by white men.
Labor union	An organization of workers that tries to improve working conditions, wages, and benefits for its members.
Learning effect	The theory that education increases productivity and results in higher wages.
Productivity	Value of output produced

Right-to-work law

A measure that bans mandatory union membership

Screening effect

The theory that the completion of college indicates to employers that a job applicant is intelligent and hard-working.

Semi-skilled labor

Labor that requires minimal specialized skills and education.

Skilled labor

Labor that requires specialized skills and training.

Strike

An organized work stoppage intended to force an employer to address union demands.

Unskilled labor

Labor that requires no specialized skills, education, or training.

White-collar worker

Someone in a professional or clerical job who usually earns a salary.

How have the earnings of U.S. workers changed over the last 20 years?

- a. Average wages of college graduates have gone up.
- b. Average wages of all workers have gone down.
- c. Average wages of non-college graduates only have gone up.
- d. Average wages of all workers have gone up.

a. Average wages of college graduates have gone up.

Which of the following falls in the category of skilled worker?

- a. doctor
- b. waiter/waitress
- c. auto mechanic
- d. teacher

c. auto mechanic.

Which of the following is not a goal of unions?

- a. increase job security
- b. take control of company ownership
- c. higher wages for employees
- d. increase worker benefits

b. take control of company ownership.

What has been the pattern of union membership in recent years?

- a. growth of private sector union membership only
- b. steady increase of overall membership
- c. decline of overall union membership
- d. decline of public sector union membership only

**c. decline of overall union membership.**