

Test Your Knowledge: Labor Terms Word Scramble

How well do you know labor terms? Test your knowledge by unscrambling the words below.

1. ctinusrienuoy

A contract provision designed to protect the union as an organization by requiring that all employees in a bargaining unit contribute to costs of collective bargaining. May be an agency fee or maintenance of membership clause.

2. pyakacb

A remedy that compensates an employee for unpaid wages.

3. ercipacsptat

A reasonably uniform response to a recurring situation over a substantial period of time which has been recognized by management, the union and the employees implicitly or explicitly as the proper response.

4. lofaic

A federation of unions created in 1955 by the merger of two more specialized federations. Its primary functions are: education, lobbying, and assisting constituent unions in organizing.

5. ipubgmn

Exercise of seniority rights by longer-service employees to displace junior employees when economic conditions require temporary lay-offs or the discontinuance of departments. It may also be used to obtain preference in choice of shifts, dates of vacation periods, length of vacation, and retirement benefits.

6. ecpr

The State labor relations agency empowered under RCW 41.56 to administer the public sector collective bargaining statute.

7. gbnainrodamyorgnrn

Those items included under “wages, hours and working conditions” over which the union and employer must bargain in good faith.

8. ahso

The federal law that establishes workplace health and safety standards.

9. niagetrwin

The rights of employees to have present a union representative during investigatory interviews.

10. kresit

Stopping work for the purpose of gaining concessions from the employer.

11. eeponrer

A provision in a collective bargaining agreement stating circumstances under which wages and other issues can be renegotiated while other terms of the agreement remain in force.

Answers: 1. union security 2. back pay 3. past practice 4. AFL-CIO 5. bumping 6. PERC 7. mandatory bargaining 8. OSHA, 9. Weingarten 10. strike 11. re-opener.