

## American Factory

### Oscar winner documentary (2019)

**Labor union:** Most cross-cultural conflict between the Chinese and the Americans

**Differences** of labor union:

US: the union is fighting with the employers for the employees, often organizing strikes. (Teachers strikes)

China: the union is part of factories, schools, governments, ……; under the leadership of the CPC; representing the employees to protect their rights, construct their institutions, take part in the administration, and educate the employees.

4 functions: protection, construction, participation, education

(中国工会的四大职能: 维护、建设、参与、教育)

**Solutions:**

Mutual understandings and respects of their laws, rights, interests, and customs

They need a union to work as a bridge or tie/link/bond.

The union is formed with members from both sides.

One term: no strikes, but negotiations.

Chairman: a person who speaks both English and Chinese, knows both cultures very well, has rich experience in factory management.