

## The Value of Unions in our Society



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Unions possess a great positive impact in today's society. The things Unions do not only benefit unionized workers but also benefit everyone. This can be seen through Unions being able to give a democratic setting in a workplace by giving every worker a voice. As well by greatly improving the lives of unionized workers through the labour movement and lastly, contributing to the growth of the economy in our society.

Firstly, Unions help to create democracy in a workplace by giving employees a voice. Unions achieve this by bringing all the workers together and using collective bargaining. Collective bargaining increases the negotiating power of the group and in turn, will provide a voice against the employer. This can be used in many different situations, whether someone believes a new safety measure should be put into effect or they believe they should be receiving better pay. Furthermore, Union representatives help to mend any personal issues between you and your employer. The representative will attend the meeting with you and the employer, making you feel more comfortable, to help resolve the issue. With non-unionized workers, the human resources department would have to be contacted and this could make you feel outnumbered as they are a part of the Company. Moreover, Unions help to create a safe atmosphere at work by implementing work health and safety measures. Unions give proper job related safety training to their employees. As well, Unions will protect people who report and refuse to work under unsafe working conditions.

Secondly, Unions play a key role in improving their own workers' lives by fighting for the labour movement. The labour movement first helps to ensure workers are receiving decent wages. Wages of unionized workers in Canada are approximately \$5.28/hour more than non-unionized workers. Non-union workers benefit from this as well since Unions fight for a decent minimum wage. In addition to receiving a fair wage, Unions help to ensure the workers are receiving decent benefits, pensions, vacation pay and overtime pay. This improves the quality of living for the workers and their families. Also, through the labour movement Unions fight to give their workers a sense of job security. They work to prevent discrimination and unfair dismissal. In today's society, many people are faced with losing their jobs by being fired, ousted or replaced without any notice, leaving these people in fear of not being able to provide for their families and even themselves. With Union labour laws in place, managements are unable to dismiss employees easily for unfair reasons. Having a sense of job security ensures that employees are happy, stress-free and are motivated to work.

Lastly, the economy greatly benefits from Unions. With higher wages, workers are able to give back to the community by spending money. More families can afford to purchase consumer goods such as houses, cars and clothing, which in turn will increase the demand for these products and promote the growth of the economy. Also, with the great health care benefits unionized workers receive they are able to support health specialists such as dentists, chiropractors and optometrists. Therefore, these health care professionals can continue the cycle of purchasing consumer goods, which will promote the economic growth. As well, with workers being paid more, they can afford to pay taxes for public services such as roads, schools and health care. This improves the quality of life for everyone in the community and not just Union workers.

In conclusion, Unions hold great value in our society, benefiting not only those who belong to Unions but non-unionized workers as well. They achieve this by implementing a democratic setting in

the workplace by giving workers a collective voice. As well as fighting for better wages, benefits and pensions through the labour movement. Lastly, by promoting economic growth. It's important for many sorts of people to vote for a Union for their protection and rights and for a better future for them and their families.