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The Value of Unions in our Society

Unionism is defined as a workers' social and political movement established in the goal of defending their interests and rights by implementing modifications in working conditions. However, unionism was not always easy and constant in business management.

To start, unionism in Canada only started in the 1800's. In 1812, during the war, artisans from the maritime implemented an institution similar to unions. That is when Canadian worked with people of Britain to create their own union committee. With the snowball effect many unions established offices everywhere in Canada. After that, unionism became bigger and bigger, and Canada aligned themselves with the American committees. At that time, unionism was considered as an illegal activity and many members of the organization were arrested. But because the workers were on strike, the authorities were obliged to legalize union activity. In 1883, the association changed its name from "Trades and Labor Congress of Canada" to "Canadian Labour Congress". Later, in the early 1900's, the intensification of the union movement had an enormous impact on business management. Workdays became shorter, salaries higher and workers were introduced to sane work policies. In 1975, Pierre E. Trudeau of the liberal government introduced wage control. Because of this new law, wage increases were now required. All this because of the union movement in businesses.

If a business wants to become unionized, the union representatives must first meet with the business members to discuss the benefits of a union. If they feel that this is a positive opportunity for their workers, they will have a vote. If the results are over 50% in favor, then the business becomes unionized.

The primary objective of the union committee is to negotiate just and reasonable agreements for the workers so that they are always protected and that there is no abuse of power. Unions fights to eliminate discrimination and ensure respect of the collective agreement and working conditions. Not only do they avoid the exploitation of workers, but they also put their attention on young workers since they rarely fight for their rights. Without a union committee, no law would be enforced, and employers would have the power to make all decisions without consulting employees. That said, the inequality would be inexplicable. Unionism helps employers remain sane and workers have their voices heard.

In our society, the union's role is an essential aspect for businesses who want to keep the rights and health & safety of workers with the contract and seniority. The collective agreements allow the procurement of safe workplaces which lowers the loss of limbs or even life. In addition, since the hours of work are shorter, employees are less tired, so their work is more efficient and there is less risk of accidents.

To conclude, unions bring many benefits to a business. They fight for the health and safety of workers by watching over their well-being by lowering risks of accidents. In addition, thanks to unions, employees have better wages and a better quality of life when they are at work. I agree 100% that it is important to implement a union in all businesses to control the abuse of power and discrimination towards the young, the women, the ethnic people as well as those with different sexual orientations. In short, unionism is a revolutionary movement that was able to improve the quality of life of the worker, his health and safety as well as the justice in all workplaces.