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The Value of Unions in our Society

Note: This essay was submitted in french. This is a translation of the original.

A union is defined as a socio-political movement established to protect their interests and their rights by bringing changes to working conditions. However, unionism has not always been easy and constant in business management.

To start, unionism in Canada started only in the 1800s. In 1812, during the war, Canadians worked with the British to create their own commission. This had a snowball effect, and many offices were established throughout Canada. After that, unionism became bigger and bigger, and Canada aligned itself with American committees. In that period, unionism was considered an illegal activity and many members of the organisation were arrested. On the other hand, because the workers went on strike, the dictators were constrained to legalize union activity. In 1883, the association changed its name from "Trades and Labour Congress of Canada" to "Canadian Labour Congress". First, in the first years of the 1900s, the reinforcement of unions had a huge impact on business management. The days shorten, the salaries increase, and workers are initiated to sane policies. In 1975, Pierre E. Trudeau of the liberal government introduced a wage control. With this new law, it is now necessary to give wage increases. All that thanks to the union movement in businesses.

If a business wants to become unionized, the union representative first meets with the business members to discuss union benefits. Then, if they think that it is a good opportunity for their workers, they will have a vote. If the results are over 50% favorable, the business will become unionized.

The main goal of the union committee is to negotiate just and reasonable conditions for the employees so that they are always protected and strong. Unions fight to eliminate discrimination and ensure the respect of the collective agreement and applicable modalities. Not only do they avoid the exploitation of individual workers, but they also concentrate on young workers because they rarely fight for their rights. Without the union committee, no laws would be enforced, and all decisions would be taken by the employer. That said, the rate of inequality would be inexplicable. Unionism therefore helps employers to remain sane and workers to have a voice.

In our society, the union's role is essential for businesses who want to respect the rights and health and safety of workers with the contract and seniority. The collective agreements allow a workplace that reduces the loss of limbs or even of life. In addition, since the work hours are shorter, employees are less tired and therefore their work is more efficient and there are less risks of accidents.

To conclude, unions bring many benefits to a business. They fight for the health and safety of their employees by taking care of their health and safety by reducing the number of accidents. In addition, thanks to unions, the employees have better wages and a better quality of life when they work. I agree 100% that it is important to have provisions in place in every business to control abuse and discrimination against young workers, women, people belonging to ethnic groups as well as other groups. In one word, unionism is a revolutionary movement that aims to improve the quality of life of workers, their health and safety as well as equity in all workplaces.