

Increasing Workers in Labor Unions

Labor unions are created by groups of individuals to protect and grant them rights as workers. Unions provide many benefits to these workers through things such as collective bargaining, workplace safety, better benefits, and many other things crucial for an enjoyable work environment. Because of the positive impacts unions have, if more workers in the United States joined unions workers would have better experiences on the job, making them more inclined to work. The better an employee's working conditions and treatment by employers are, the more likely they are to do better work on the job and feel respected by their superiors.

Collective bargaining is a crucial piece of unions. Collective bargaining allows for employees and employers to come to an agreement on their needs in the workplace. Giving them space to discuss what they need from the employer. Not only does it allow workers to have a voice in their workplace, but it also allows workers to come together. There is power in numbers. Allowing for these workers to fight for their needs as a united front fabricates a situation where these employees will be seen and listened to as opposed to if a singular person went looking for help. Collective bargaining allows for workers to join together and make their voices heard by the people who can make changes. Many unions elect an official to represent the unions as a whole. Allowing them to share the needs of the union in hopes of creating change within their workplace.

Unions are more perceptive to the needs of the workers. One need that is extremely important is workplace safety. Especially in trades where the workers are operating heavy machinery and dealing with dangerous equipment. Regardless of how explicitly dangerous your

job is, workplace safety is always crucial. Things like slipping on a wet floor can cause severe injury for employees. When employees are viewed as expendable or employers value saving money over care for their employees, not only do they inevitably become short-handed based on their lack of employee care, but workplace morale also becomes low. Employees are a lot less likely to put their all into a job if they feel unsafe or not cared for. Investing in a safe work environment doesn't mean just providing them with expensive equipment. It demonstrates that you genuinely care for your employees and their well-being while they are on the job. Also when a union is present employees have someone to represent them in the case of a workplace injury. Workers could feel as though they won't be seen by their employers, keeping them from reporting their injuries and not getting the proper care or compensation that they need.

According to Anna Brown at the Pew Research Center, 63% of the average workforce have less job security than they did 20-30 years ago. Things such as unpaid sick days, unpredictable scheduling, and other inconvenient workplace practices show that employers aren't thinking of their employees, just how to benefit their company. However, unions are more likely to provide their workers with benefits and job security that allows workers a better working experience. 94% of union workers are covered by employer-provided health insurance, 87% of union contracts require that they provide their employees with paid sick days, and unions provide employees with paid vacation days significantly more than non-union employers. This is just the tip of the iceberg when it comes to the benefits that typically come with unions. These terms are also usually decided through collective bargaining between union representatives and the employer, so they best fit the needs of the workers.

Overall, labor unions are created to best fit the needs of the employees. Allowing them the chance to fit their needs and what would best benefit them in the workplace. Creating an environment for workers to express their grievances with the company and giving them space to make their workspace as personalized as they need it to be to work efficiently, comfortably, and safely. If more workers were in labor unions, more people would likely be willing to join the workforce. When employers put the needs of their employees first, employees are more likely to not only work but to do quality work. With more labor unions in the United States, companies will not only have more workers but will be much more efficient with employees that feel respected in the workplace.

Works Cited

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