

Why are Unions needed in America?

Unions in America are very much needed. Unions were mainly formed to protect the workers and so that they could demand for equal treatment. The conditions for these employees, back in the day, in this country were terrible. These workers had absolutely no rights and had to do whatever their employer wanted him or her to do, whatever it may be, or they would be fired. Therefore, unions really are a better way to work. Union members earn better wages and benefits than the workers who are not union members. A good reason unions are needed in America is that, in the union, they give you workers compensation for employees who are injured while on the job. Without these unions, there would not be any America middle class, there would just be high class, rich folks, and there would be the low class, welfare recipients, low income, and possible poverty folks. The union gives health insurance to many of its workers, which helps many union members out. Pensions come with being part of the union, otherwise, who would be there to help you out with that; also, the union helps you start your 401K while you are still working, so you could have some extra cash when you retire. Why not right? It is your money anyways. All of the benefits that the unions have gotten for the American people, such as, higher wages, more safety, etc, would cost the these employers money. If these employers did not have to pay out those costs, the employer would make more money and they would have certainly taken advantage of that fact. Union members get the Family Medical Leave Act (FMLA), something well needed, which is just a law covering employees to provide job-protected unpaid or sometimes paid leave for the qualified medical and family reasons, which is always good to have. These reasons for FMLA would be personal or family illness, family military leave, pregnancy, adoption, or the

foster care placement of a child. Most union members are paid for sick leave, vacations, and holidays, which no one can complain about. Union members get the weekend off, they did not exist as days off before unions came. Unemployment insurance is also provided to union members. Unemployment insurance provides workers who lose their jobs with no fault to them, with weekly unemployment insurance payments, and the unemployment insurance is one hundred percent funded by the employers who pay taxes on wages paid to the employees. Union members are being paid for working overtime, how nice is that? Unions provide union members with eight hour work days and forty hour work weeks, could you imagine how much America would have us working if it was not for these unions. You have seen that the working conditions that union members work in now, you can thank the unions for that. The working conditions back in the day were far from sanitary and no where near safe, so kudos to the union for making work for these employees safer and sanitary. While discussing the roles of unions today, let us not forget what benefits most workers in America today, that have taken things for granted. Remember to those of you who say, "Thank God, it's Friday!" remember to thank the union for that one, or there is a good chance you would be working that weekend. In conclusion, unions in America are much needed; remember that the next time you complain about your job, union workers.

Melissa Montez