

Why is Unions Needed in America?

A large segment of society inherently has a negative outlook on unions. Something they do not fathom is the support and stability that unions provide in everyday workers' lives. In order for civilization to work efficiently, there has to be management and laborers. America greatly depends on the bourgeois' ability to raise productivity effectively, thus making them easy targets for the corporate leadership. In these cases, unions were established to be sort of a "buffer" between head officials and laborers. The 8-hour day, 40-hour week is a common workload for all middle and lower class citizens. Keeping this steady schedule with the exception of overtime is one of many benefits a union establishes. Unions bring disputes into retrospect to help settle a common ground of agreement in the work force. They are the backbone of the working class and the establishment of a powerful, united country.

America is essentially the new kids on the block when compared to Europe and Asia. Everything we have founded has been modified from the experiences and failures of other countries. Countries like Germany and Italy held a strong communist rule, making their collapse in World War Two inevitable. Initially, communist countries believed they were able to help the common folk; instead, it was a rule of dictatorship, where no one person could succeed and flourish. America knew this was not the productive way of power. Learning from communist mistakes, they founded their principles on equality, creating unions for the betterment of people rather than keeping its supporters suppressed. In America, a precedent of capitalism is set for the working class, allowing the citizens to have a voice and equal opportunity for wealth and power.

Unions are all created for the same purpose; to ensure the rights of laborers on the

job. They protect workers' rights from greed of corporate officials. Unions are the cornerstones of employees, giving them support to stand up for their fair and equal rights. Basically, workers are at the mercy of their superiors without the support of a union. The stronger bond they have with their local union, the more they stand united and individually refuse to give in to the fear tactics of management.

At age thirty- seven, my dad found out the value of unions supporting him in the workplace. My dad's union represented him on a charge that was not fair. His company didn't have certain policies in place for new mechanics. He had been working for a communication company for eight months and was not properly informed about the conventional procedure to service certain types of company vehicles. He talked to his co-workers to ask if he was getting the job done right, except his co-workers did not show him the right way. He was suspended without pay and had a meeting with a union shop steward. From the meeting, it went to a conference with my dad, a human resource representative, the union shop steward, and his corporate superiors. My dad was represented fairly and was issued a warning instead of termination. These days, protocols and classes are mandatory to ensure that every mechanic will be educated with the proper procedures. Without my dad's union saving the best job he has ever held, I don't know where my family would be right now.

Benefits, insurance, sick days, fair wages, and overtime are all established in the guidelines of unions. My dad receives full medical, dental, and vision insurance for the family. Out of the overtime he receives, he pays for our vacations, my cheerleading, and other luxuries. This policy benefits me until I am twenty-six, making my life easier. A majority of employers offer these benefits such as minimum wage, maternity leave, free

weekends, and being able to take time off to aid a loved one. My dad's union offers a little extra for unusual circumstances, such as adoption reimbursements, death benefits to the family of the deceased, and they assist in college funds for employees. Unions are a necessity to protect workers from corporate greed and unfair regulations. They help laborers to claim legal support when their rights have been violated. They ensure the safety of their members in the working environment, both physically and mentally. They act as a mediator in disputes with employees and employers. Lastly, they give a voice to all members to actively participate in decision-making and policy formulation in their industry and at a national level.

All unions are composed of working people from all different areas of business. They bring people together across many different professions to lobby for better rights. Workers from communications, cable, and utility companies all work under the same union making America stronger. There are also the Teamsters, who represent other workers like school bus drivers and truckers. Another type of union is the Teachers Association, which instills teachers with ethics and stability in their lives. With variety companies coming together, they enhance and provide a different aspect on issues concerning the workforce. By having varied careers and representatives, each union can become stronger by utilizing its members opinions and actions. Every worker has a voice in safety, security, pays, benefits, and the best ways to get the work done. Unions help build stronger workplaces and give working families a voice. When workers take the commitment to unify as a union, they are given a little more leverage to bargain. For instance, union workers generally earn thirty percent more pay than nonunion members.

Unions are a crucial necessity to any worker in America. Everyday, a new issue is represented and one day that issue may affect your whole life. It could jeopardize your family and career plans, but by committing to a union, one has ensured their chances of financial help and stability. No one in America is financially safe and represented until they have joined a union, a family, a country that shall support them through all challenges and experiences.

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