

Why It Makes Sense To “Work Union:” Educational Information For Young Trade Unionists To Consider Using When Talking To Non-Union Workers

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The Young Trade Unionists Organization has developed several talking points for Young Workers to consider when it comes to educating those who are misinformed about Unions and what Organized Labor has done and continues to do for all Working People.

Here’s a list of questions and answers that you - as Young Unionists - may find helpful.

Why Would Anyone Want To Join A Union?: When you’re in a Union, you have a binding contract between the Employer and Employees. This binding contract is called a Collective Bargaining Agreement, which is a method of determining wages, hours and other conditions of employment through direct negotiations between the Union and the employer. Normally the result of collective bargaining is a written contract which covers all the employees in the bargaining unit. This one tool is what most businesses are afraid to be a part of, which is a bargained contract. Everything valuable in life that a person has involves entering into a contract, including purchasing a home, a car or buying insurance. So why is it that some businesses are afraid to enter a contract with their employees?

What Have Unions Done For The American People?: Over the years, Labor Unions have worked to bring about beneficial legislation that has established Prevailing Wages, the Minimum Wage, the U.S. Occupational Safety & Health Administration, Unemployment Insurance, the Social Security Act and the 40-hour work week. When it comes to *the* most critical legislation that has led to the advancement of the Middle Class in our country – all of this has been brought to you by the Labor Movement in the United States.

Why Do I Need A Union When I Can Bargain A Contract Myself?: When you bargain by yourself, you could possibly fall short of your expectations or achieving a decent and living wage. When you bargain as a group – there's much more strength in numbers, as well as bargaining power.

What's The Difference Between Union And Non-Union?: It is statistically proven that Union Members enjoy better wages, Health Care and retirement benefits than Non-Union workers. Most Non-Union workers would make a decision to join a Union if they received a better education about Unions or did not endure illegal threats from Non-Union Employers who work hard to make sure their workplaces are not Unionized.

Why Do You Have To Pay Union Dues?: Union dues are a small down payment on what it takes to achieve a Collective Bargaining Agreement, Respectable Wages, Affordable Health Care, Dependable Retirement Package and a Grievance Procedure in the workplace.

What Is An At-Will Employee?: All Non-Union employees are *At-Will* Employees, which means that Non-Union employers can discharge their employees without *any reason* as long as they aren't breaking any Federal Laws such as race, gender and age discrimination. Meanwhile, Union Employees enjoy the advantage of a grievance procedure - which only allows employee discharge for just cause.

What's The Difference Between Union Apprenticeship Programs And Non-Union Apprenticeship Programs?: Many Non-Union apprenticeship construction training programs charge their students anywhere from \$10,000 to \$18,000 to attend training school. Many Non-Union apprenticeships also offer to *help you find job placement*, but don't guarantee job placement. Many Non-Union apprenticeships also offer 12-to-18-month sessions. The majority of Union Apprenticeships are paid for by the bargained agreement between the Union and Union Contractor. The majority of Union Apprenticeships – through Union Employers - guarantee their apprentices job placement. The majority of Union Apprenticeships also feature intense learning and on-the-job opportunities, so that Building Trades Unions are able to develop the most highly-skilled, dependable and diverse journeymen for employment with their individual Unionized Construction Trade.

What Do The Unions Have To Do With The Middle Class?: Unions built the Middle Class and the Middle Class *is how* America thrives. The Middle Class are workers who make good wages and are able to spend their money to help America continue to survive and thrive. Many Non-Union employers try to drive down employee wages - which in the long run only hurts the survival of the Middle Class. When anyone makes a decision to support Labor Unions and what they offer Working Americans, they are making an investment in not only the Middle Class – but workers who are employed in a variety of businesses across the U.S.