Hicksville Congress of Teachers Mary D'Andrea Memorial Scholarship

by Jovani Ledesma

Membership in a union is very beneficial and important to any worker. Membership allows for collective bargaining, workplace safety, higher wages, and better benefits than non-union workers. Collective bargaining is the heart and should of the labor union. It occurs when a group of people, such as the workforce at a company, band together to increase negotiating power. Labor unions join workers together, allowing the voices of the individual to be heard and made into a goal of the group. The guarantee of workplace safety is a big benefit to a union membership. The antagonism between business and organized labor is not inevitable, but then employees are considered disposable, businesses can become less interested in protecting them. Unions increasingly recognize the needs of employers to re responsive to customers and be competitive in their markets. Companies, in turn realize that they can take steps to make a stable workforce more safe, productive and effective, through training, better equipment, and making better use of their knowledge. One of the top benefits of being a union worker is that you enjoy a better wage as compared to your non-union counterparts. Union workers earn about 20 percent more as compared to others in similar jobs without unions. Union workers are alos more likely to enjoy consistent pay raises on a regular basis thanks to collective bargaining between the union and the employer. On average, union workers are more likely to enoy better benefits as compared to non-union employees. That includes health benefits, retirement accounts, and paid sick leave. Studies show that pension coverage for unionized workers is significantly higher than for non-union workers. Again, union representatives negotiate these details as part of the collective bargaining agreement with the employers. The guaranteed safety, high wages and the overall better benefits of a worker are thanks to the power of collective bargaining that comes with being a member of a union.