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What Unionism Means to Me

Unions are double-edged swords that lead to many benefits that employees receive, but can potentially hurt the employers in the process. First, Unions provide better wages, working conditions and benefits, but this leads to higher wages. Second, Unions provide job protection and security for employees, but in turn, remove the power of discipline in the workplace. Third, The Union allows workers to have a voice, while creating tension between employees and employers. These reasons make it difficult for me to decipher whether Unions are worth it or not for society.

The power of Unions allows employees to have higher wages, as well as better benefits and working conditions. At the same time, the higher wages lead to higher costs for the organization, and sometimes they can't afford the wage increases. The benefits are self-explanatory; however, the detriments are more difficult to understand. If the employer cannot afford these wage increases, they must resort to cutting costs or raising prices. Both things result in lower amounts of employees needed, which is clearly not beneficial for them. For the benefits to outweigh the detriments, Unions must take the impact of these wage hikes into consideration in order to analyze the overall impact their decisions have.

Unionized employees are well-protected in terms of job security which helps employees maintain rights in the workplace. However, this reduces the power of disciplinary actions including termination. If employees are clearly underperforming and the sole reason they are still in the organization is the Union, it is not beneficial to anyone. It will reduce the overall performance of the organization. The benefits can remain, without detriments if the Union takes into consideration its influence on disciplinary action in the workplace.

Unions give power to the employees through a collective voice. They force employers to negotiate by threatening a decrease in productivity through going on strike. The power of a strike is a clear benefit that leads to many of the great things we see in the workplace today. At the same time, strikes are often counterproductive. Strikes can lead to a loss of income for employers and employees. They are often seen in a negative light by the public eye, as many strikes can be seen as unnecessary to them. For example, a University going on strike could possibly lead to less enrollments the next year, despite having positive benefits for employees. Because people easily form opinions, striking can have a negative impact on organizations.

Overall, Unions remain in question to me as I do not have enough of an economic background to analyze the impacts of the points I previously mentioned. I would like to think that Unions hire people who do have high-level economic backgrounds and understand the impacts they have on the workplace and the employer. Sadly, I fear that this is not the way most Unions function. Thus, I believe the benefits have the potential to outweigh their consequences, but believe most of the time, the double-edged sword cuts deeper into overall performance and satisfaction in the workplace.