

# Service employees international union in afl-cio

[Business](#), [Human Resources](#)



After announced to be having a strong support of the AFL-CIO, the unions set up for marketing the workforce that didn't get themselves registered to the unions. Unions have used the government agencies and the media as a gateway to reach to the unorganized workforce (Bridgesmith). The unions are set to maintain the conduct unbecoming of the employers who often pressurized the working class. Having polls via telephones to the prior information of the unregistered workforce and convince them towards the goals of the unions. The unions have been persuading many politicians under their banner and they are seeking a relationship with the civic leaders of the population. As unions have been taking measures to attract the workforce at their benefits, many of the organizations accepted the reality of having a mutual understanding with their work team. The organizations have undergone their supervisors on a new training of facing the workforce with more enthusiastically. The unions can disrupt the environment of an organization that affects the productivity levels of the production. Organizations of restrain to be entitled to a court summon sent to them through the unions on the accusation of having an unorganized working atmosphere. " Many employers prefer a union-free workplace in large part because they feel that, without union intervention, they are better able to provide competitive wages and benefits and communicate directly with their employees" (Littler).

Critique:

In a more generalized view on the existence of the unions, it has marked a specific market. If anyone supports the ideology on the nonexistence of a union, then it is subtle to grab the fact that unions were formed under the

tyranny of many organizations. If the organizations didn't prove to be oppressive, so there wasn't any need for any third party to interfere in the professional's grounds of the organization. A union is termed to be the beneficiary of the weak and poor working class of an organization. A union is the voice of the working class which has never been heard before. Thus, unions made the big organizations realize the fact that its high time; they have taken advantage of the working class. Karl Marx had earlier focused on the difficulties and issues faced by the working class in many of his theories. Therefore, a union can be related to the famous works of Karl Marx.

Application:

The steps which were undertaken to maintain a union-free status quo can surely be administrated in the organizations in the present. The senior employees can personally have good interactions with the working class. It will help to remove the status-conscious of both the senior employees and the working class. The work team must be having good conversations with their supervisors to ensure any difficulty or misunderstandings. Proper training which been trained to the supervisors can help to understand the grounds of which the unions take advantage. The growth of unions has increased rapidly in today's time and therefore the organizations have to make an attempt to follow the six ways to avoid any mishaps with the unions (Bridgesmith). Especially when a large number of redundancies take place, it provides an open door for the unions to step in. Like before the organizations must take surveys to identify any difficulties or any drawbacks of the company's policies are affecting the workers. A lot of times, a worker feels less paid as compared to other companies, so if possible the workers are to

be compensated with the allowance increasing the worker's wages. Even if a situation arrives, where the organization is deprived of increasing the wages of the workers, then the workers are to be informed of the organization's current situation.