

Session long project
module 4 union
organizing (usaa
insurance company)



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2011 Unionization in Insurance Industry - USAA The insurance industry is not one with high levels of unionization and the industry has been able to effectively keep a major curb on the overall possibilities of unionization within the industry. The labour unions of any organisation are basically a set of employees from a company who work together towards achieving the collective goals and work on protecting the collective interest as well. In the current times as compared to previous years, the levels of unionisation have reduced to a great extent. Now only around 16% of the overall labour forces across industries tend to be unionised (Lawler). The insurance industry, in the year 2008, only around 3% of the insurance workers are part of union contracts in comparison to over 14% of the employees in the private industry (Statistics). Considering the above statistics, it is evident that unionisation is not wide spread within the industry and here the overall impact of unions is relatively low. In the case of USAA, the company does not face any issues of unionization and hence there is a smoother and effective decision making process as a whole. USAA to a great extent has proved to be among the few companies which are independent and not interdependent as most insurance companies. The trends in the industry have little or no impact on USAA (Lawler). The company has been able to effectively work towards developing and improvising its products and overall position in the markets with a competitive edge that the company is focused on the military people and their families. USAA is impacted by a few of the federal government legislations and this impact the overall insurance industry and the daily procedures and practices. The insurance industry as a whole is impacted by several regulations like the anti money laundering, and also the USA Patriot <https://assignbuster.com/session-long-project-module-4-union-organizing-usaa-insurance-company/>

Act. Also, USAA is also impacted by acts like the Office of Foreign Assets Control which deals with the specially designated nationals and also the SEC filing rules impact the overall working of USAA as well. Another major impact on USAA is by the procedures as issued by Department of Treasury under the Terrorism Risk Insurance Act (Mayhall and Mayhall). USAA is clearly focused on the Military officials and their families and insurance for these individuals, hence the company is directly impacted by the above mentioned acts and regulations. Here it is important to also focus that the union related acts have an equally strong impact on the company and these impact the overall working of the company to a great extent. These form a major factor in the external aspects of the company and contribute to the overall performance of USAA to a great extent (Mayhall and Mayhall). In conclusion, it is evident that USAA like most other insurance companies are highly impacted by the Federal Regulations and the industry as a whole is extremely strict in terms of the overall processes and procedures. Works Cited Lawler, John J. Labour Unions. n. d. 3 March 2011 . Mayhall, Jr. Van R. and Van R. Mayhall. Federal Legislation And The Insurance Industry . n. d. 4 March 2011 . Statistics, Bureau of Labor. Insurance. 2011. 6 March 2011 .