

# Private unions

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Private Unions Affiliation: Employer-employee interactions are governed and influenced by diverse and dynamic factors, all of which determine the power, authority, and influence of each party in the labor market. For any given form of interaction between the two parties, either of the two try as much as possible to have their interests looked into. Employers have organizational goals to achieve, while workers seek to improve their overall welfare. Coherence between employers and employees is realized from balancing their powers in the actual environment of interaction.

Unions, alongside other functional ways, are used to empower workers (Freeman, 2008). Different labor markets address this issue differently depending on the extent to which such unions are needed. On the same note, both employees and employers remain divided over these unions, especially in an economy where the government addresses worker concerns with or without worker unions. Due to the fact that the government monitors the welfare of both employees and employers in the various labor markets in the economy, legislations that seek to strengthen unions in terms of their position in the economy and number or registered members are not necessary.

Whether or not an employee should join a union should be a personal decision. “Right to Work” States have granted employees the right to decide whether or not to join unions or even support them financially, although there are exceptions to the railway and airline industries (Freeman, 2008). This move is beneficial to employees since they cannot be forced into unions or make mandatory contributions to unions that they do not wish to be in. Employees can push for their own welfare, air their concerns, and also

balance employer-employee power without necessarily depending on a union.

#### Reference

Freeman, R. (2008). *America Works: The Exceptional U. S. Labor Market*. New York: Russell Sage Foundation.