

Labor laws and unions

[Business](#), [Management](#)



Task Labor Laws and Unions The International Workers Organization seeks to fight for the monetary and political interests of the workers and ultimately abolishing capitalism through the foundation of economic communities and governmental organs administered by the workers. This organization represents more than a million people globally. The massive repression accelerated the formation of this organization. It is firmly decisive of prearranged religion and functions as a secular organization, though faith or no presence of it does not restrict entry. The member groups have the capability of participating in and largely benefit from the worldwide community that this organization adequately provides (Harcourt & Wood³). Several obstacles that this organization faces at times hamper its operations. These organizations link with the environment in various ways. Although this organization advocates on members behalf, workers interests occasionally comprise of an environment module (Harcourt & Wood²). The critical environmental issue affecting the organization is ecological security. There is exposure of workers to multiple toxic chemicals while performing the jobs. The coal miners, for example, face a risk of acquiring lung disease due to inhaling coal dust. Therefore, the organization advocates for stern safety policies primarily for protecting employees from impairment caused by environmental hazards. In order to fix these problems faced by workers, the seniors should withdraw some of the local laws instituted at the work place in order to protect workers rights.

There are several measures to minimize litigation in work places. Continuous communication with the employees is a prerequisite (Harcourt & Wood⁸). The employees need awareness of daily activities of the organization. This

helps to minimize misleading information. They need to be aware of termination dates in order to prevent shocking news pertaining to the loss of jobs. Moreover, employees' relations need adequate handling, preferably according to their favor. Giving employees a time off is beneficial, as the organization eventually ends up with few aggressive employees, thus minimizing litigation.

There are wide ranges of benefits that accrue to an organization after joining a union. Some of the benefits enjoyed by the members include improved wages, advanced health care, and a safe working environment (Harcourt & Wood 9). However, the main reason for joining unions is due to job security. A union contract comprises of extra rights enjoyed only by members. There is protection against double disciplinary for the equivalent offence. In addition, there is adequate representation during investigations exercised by the employer and employee pleads. There are also strategic processes in instances of discipline administration and firing of workers. Workers also hope for basic benefits through communal bargaining such as fair compensation, and retirement benefits.

The unionization process is the act of workers becoming trade unions members. Increased unionization led to advocating for increased wages and minimal working hours (Harcourt & Wood 4). There are ranges of reasons that prompt the employees to unionize. A prime reason is due to complete dissatisfaction with the salaries and remuneration and a perception that supervisors hardly pay attention to them. In addition, employees have the perception that they do not have any power within the organization, thus forcing them to unionize. Signs of employees in view of unionization include

employees' discussion amongst themselves in small groups, and sudden coolness of the interactive employees towards the supervisors.

Argumentative questions normally in the meetings are indications of employees prompting to unionize. A union may bargain through negotiating with one employer or can even negotiate with several organizations in order to arrive at an agreement. A joint agreement serves as a contract between the employer and multiple unions. Therefore, communal bargaining involves negotiation processes between union representatives and employers (Harcourt & Wood 6).

Union bargaining ensures proper representation of employees thus eliminating unfair practices by the employer, but it can create some complex situations for organizations. The underperforming employees tend to earn more for little productivity. This will affect the organization, as it will pay more wages for minimal output. It is worth concluding that improved workers conditions will prompt the majority of them to reduce their output in their work.

Work Cited

Harcourt, Mark. & Wood, Geoffrey. Trade unions and democracy: strategies and perspectives.

New York: Transaction Publishers, 2006. Print