

Maintaining a union free work environment

Sociology



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Unions make the running of business hard and constant rising within a union is a troublesome ordeal.

Ruth A. Binger has written an article on how to reduce the chances of a union being created in a business and provides ten ways on how she believes unions can be avoided. First, she discusses the question of wages and benefits which is essential to every business and a sure way to keep employees happy is to give them wages worth their market value and provide some benefits to adjust to opportunities they lose. She also stresses communication with those who work in a company while ensuring that those who are hired are of a specific educational level and made clear what unions will do to their situation in the company (Ruth A. Binger, 2009).

She also provides an insight as to which particular brands of workers are at the core of unions being started and maintains that the best way to stop the problem is to make sure that those employees who don't show any promise in the company are dealt with sooner rather than later. Ms. Binger is also prudent enough to detail outlines as to what the management can do if a union does arise in the midst of a company. Outlining proper training of those who are in unions and even the education the management of the company itself is, as she believes, required for ensuring a smooth working environment.

The article provides a good base for companies and how to minimize unions. Her idea of promoting teamwork is not an original one but the emphasis on it is a sure way to handle any uprising. Promoting teamwork will let the employees feel like they belong to a family and can help gain their trust

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while the idea of reaching out and resolving complaints and other problems as soon as possible is another sure way to reduce any grudges felt. However, she should also mention that unions usually have strikes on their agenda which does not always help.