

Organized labor has been in America since the mid 19th century. It was created during the industrial revolution. Since the rise of organized labor in the U.S., there have been many different feelings about it. During the early days, many republicans supported it and supported legislation to help organized labor. The democrats during that time disliked organized labor and contested the republicans legislation. Times have changed since then, and the two sides have switched views. This switch came during the WWII era. During this time there were many pro-labor bills and acts passed by the democrats and approved by a democratic president. The views of the different parties concerning organized labor have not changed very much since that era. Our country has seen a decline in union membership in recent decades. This could be due to less support from the people of our country. This saddens me to see the people going away from something that is representing and protecting them. As a country, we should continue to support organized labor because it acts as the voice of the people. This voice works and fights for what is best for the workers.

Organized labor has helped set the precedent for what workplaces should look like in today's day and age. They have done this through collective bargaining. Collective bargaining is defined by the Merriam-Webster Dictionary as the "negotiation between an employer and a labor union usually on wages, hours, and working conditions." As a worker, it is much easier to bargain and negotiate with your employer if you are not the only person fighting for you. Collective bargaining is a very democratic way of trying to get what the average worker needs. Through collective bargaining, unions have helped employ a set wage and set benefits for every employee at the company. Some might say that through collective bargaining unions are helping the less productive workers get more pay, and are preventing the more productive workers from getting more pay. Unions, companies, and the government have steps in place to deal with this. The companies and unions have developed a multi-step system to help improve the workers who are performing below average without having to use any type of extreme discipline.

Unions help workers survive out in the workforce. By being a part of a bigger group of people it makes it harder for the company to track one individual down and fire them. Being a part of a labor union means that the company has to go through them first. Think about being a fish in a school of fish. If a shark comes to get you, but you and your school of fish get organized and big then it will scare the shark off, thus helping you survive in the ocean. Labor unions do the same thing, they help the individual worker survive in this ever changing world. Creating this long-term relationship between the employer and employee is good for both

parties involved. People will argue that helping less productive workers survive prevents more qualified, more productive workers from getting a job. But again, unions, companies, and the government have a multi-step system to help better these workers. The union works together with these companies and the government to help develop training and apprenticeship programs that strive to create the best possible worker. These training and apprenticeship programs that have been put in place help provide an opportunity to all people trying to improve and earn a livable wage.

Unions are in place to give voice to the people. With the help of organized labor, workers have larger say in their wages, benefits, and working conditions. This helps immensely during times of negotiation. Unions and other forms of organized labor make sure that the management aren't taking advantage of the little employees of the company. Having the same negotiating power as the management sets the two parties at an equal level to discuss terms and conditions of the different contracts of the workers. Negotiating on equal ground is always a good thing. It makes it harder for management and the company to create poor working conditions. It also makes it harder for the management to take money away from the workers.

When all is said and done, unions are here to protect the voice of the people. They make sure that people have what they need to survive in the world and in the workforce. While there are pros and cons for unions, I believe that the pros outweigh the cons. Unions not only help union members they also help people who are not part of the union. The people and the workers of the United States need to keep supporting unions. If we keep supporting unions, the unions will keep fighting for us.