



What I foresee as the role of organized labour in the future.

In 1881, the first organized labour group was formed. These organized labour groups, also known as unions, were created in order to protect workers and ensure each employee was to be treated equally. During the past two years, unions have been on the rise and have been spreading across Alberta. Currently, the rate of certification of unions have risen, making them more recognized by individuals and the government. In the years of 2017-2018, 104 new unions were certified in workplaces that, unfortunately, did not have this luxury in the past. Every year more companies are becoming unionized, ensuring that more employees get the advantage of having a secure job, higher wages and benefits. Organized labour withholds the power to negotiate terms with the larger corporations that employees do not have the privilege to do themselves. Unions are substantial to employees, as they provide a sense of security and comfort in the minds of employees. Although unions do push to improve the workplace, they may not always receive the asked negotiations. This process takes time but that is truly the beauty in unions. Unions have a sense of loyalty towards the companies they associate themselves with and will not stop pushing to get their employees their rightful treatment.

During the season of fall 2018, the Canadian Union of Postal Workers (CUPW) determined to call a halt to Canada Post jobs to hopefully create change. The employees of Canada Post were being neglected and mistreated. In this instance, the organized labour group CUPW came in to take a stand to protect the human rights of the employees of Canada Post. Employees were constantly being overworked and inequality within pay depending on where you work, such as a rural or an urban community. The CUPW demanded for equal pay, job preservation, and for Canada Post to address the workplace injuries. Workplace injuries were being neglected even when incidents had risen 43% over the past two years. With the Canada Post strike in full effect, the government soon made a decision to force workers to go back to work with the C-89 Bill (Back to Work Bill). Although CUPW did not reach all the goals they had strived for, they are still working to achieve all propositions proposed by negotiating with



the government. This emphasizes the importance unions possess, and ultimately depicts the urgency and will to fight for their workers. Without CUPW, Canada Post workers would continue to work in an unfair and unsafe workplace. Organized labour groups give a voice to workers that are not able to speak up and defend themselves.

The future is inevitable and one day we will go about our lives doing our own thing, and that may be working. For some individuals, working vigorous hours and environments may be necessary in order to live a satisfactory life to support themselves and family. One of those individuals is my father. My father is currently working at the Calgary Airport and has been for a strong six years and throughout every single year, the Union of Canadian Transportation Employees (UCTE) has been there every step of the way. Just recently UCTE had come forward with a new collective agreement that will give employees of the Calgary Airport a wage increase by 10.5% over the next five years. This is just one newly agreement that has come up, there is constant new agreements that will help improve the workplace. My family previously lived in Lethbridge, Alberta and moved to Calgary, Alberta because of the job my father had achieved at the Calgary Airport. We put our trust into my father in moving our whole lives to Calgary in order for a better life. My father risked everything in moving to Calgary to continue working at the airport because he knew it was a stable job. Being able to stay at the Calgary Airport for a long time was an option because of the union. The union was able to guarantee my family a stable life with my father having a stable job. The impact that the union has made on my family is extremely significant and that is coming from a single employee at one of the 87 locals UCTE represents. I could only imagine all the lives that organized labour groups have affected and how many families have been lifted off the ground by being blessed by a stable job. Obtaining a job with a union not only provides for families, but it supplies funding for individuals who may not be able to afford school. This is why I am applying for this UCTE scholarship to help provide payment for the large sum of money that my school tuition requires. The Union of Canadian Transportation Employees is a great organization that I personally will forever support.



I foresee unions playing a huge role in the future in protecting not only the workers but the families of the workers. Organized labour is becoming known around Alberta and is steadily growing awareness each year that goes by and will soon be able to protect a larger amount of employees compared to the current amount. They will save hundreds of people from losing jobs by being able to give them job security, benefits and always being there in case a situation arises. Without unions, there is room for possibility of unequal pay, overworked employees, and mistreatment. Unions help improve our economy and the future will need help in everything and anything it can get. I believe that the future of employees with a union will continue to strive within their workplace as unions create a better environment and benefits that will push and motivate employees to be diligent workers. This will cause an improvement in work ethic and an improved outcome of jobs will result. As the daughter of an employee at the airport, I believe the UTCE organization will ensure my father's future to be protected and to be able to support my family to keep us stable.