

## A Bright Future in Organized Labour

Unions have always offered a unified voice on behalf of its clients, the employees of the workplace. Unions provide democracy in the workplace as well as equality and fair treatment. As we progress into the future, as we navigate down these unknown roads during the most recent pandemic, unions will continue to have a positive impact on the employee and employer.

As a collective unit, the unit will be able to acquire the appropriate information to ensure its employees get the best treatment from their employer. During these times of the pandemic, employees are finding themselves in unique situations and what may be required by the employer to ensure their safety. Especially during the pandemic and as it continues to be very relevant, the union provides and will provide a safe way for every employee to work. Safe working conditions although is not just limited to Covid- 19. As global warming continues to be an underlying world issue, it seems the climate range is becoming larger as time goes on. The union will ensure that their employees work in healthy and safe environments as the environment continues to change.

Today and tomorrow, Unions will be an integral part of helping their clients acquire a wage suitable to the quality standard of living and care as well as financial security. As time progresses, unions will continue to provide equality economically and socially. The union empowers the economy, which in turn leads to lower unemployment, increased productivity and quicker turnaround time to economic shocks like the Covid-19 pandemic. Continuing to have a union in the workplace in the future will allow a transparent and democratic environment. Engaging in transparency and democracy enables the union to stand behind the employee and ensure the appropriate medical insurance, disability, vacation time, life insurance and even retirement income is provided to the employee. This adds to increased job security which cascades to the employee feeling empowered. This empowerment leads to an employee working hard for the employer, therefore, has increased productivity.

Unions will continue to have an impact on wages. Now and in the future, unions will contribute and aid in the ability for employees to receive wage compensation and also benefit compensation. Unions set a wage standard that allows non-union employers to follow. These employers have the advantage of continuing to acquire the best applicants for jobs due to the incentives engaged by the union. Knowing an employer is willing to support their employee through a robust compensation program which offers employees quality of life-work balance, benefits for themselves and their families and regulated wage increases to keep up and

maintain the cost of living is advantageous. In the future, Unions will play a pivotal role in ensuring wages and compensation are acceptable for the employee.

As the world evolves, unions will be actively participating in the equality of all genders and races. Humans are evolving in identifying with various genders as it is not specific to males and females any longer. Therefore, wage inequality will continue to be reduced allowing all genders to receive “like” pay for the job performed. Unions will ensure that no individual that is seen as ‘different’ is treated differently due to how they identify because, at the end of the day, we’re all human. That being said as the world evolves and accepts everyone, the proper pronouns must also be used to make sure everyone is included. To my knowledge, the union would call the workers “brothers and sisters” and they recently added “friends” to that to include all genders. This example shows how the Union will make sure everybody feels included and how they will continue to adapt in the future. The ultimate continuous goal of the union is to unify all workers regardless of race, gender, religion or ethnicity. Unions will continue to be a strong supporter of civil rights and will stand side by side with anti-racist institutions as examples. Without the union, employers would not be as diligent in ensuring the workplace remained discrimination-free.

Mental health is a growing concern, particularly after we have been isolated for over a quarter of the year thus far. With mental health finally being recognized as a serious illness, unions will play a vital role in ensuring the employee gets the help needed to work with the employer to make sure the appropriate help is acquired. Unions will assist with work-life balance. Employees will not be required to work long hours which leads to feeling alone and isolated. These feelings can lead to stressful situations, but when a union is in place, these issues will not exist.

As the world moves toward online shopping, home deliveries, food deliveries, unions of the future will be starting to impact this line of work. These employees now have increased importance, particularly during the Covid-19 pandemic, as it puts them in the spotlight delivering goods and services to the consumer at their home address. Because this service uses time as a key performance indicator, employees are finding themselves running red lights and cutting corners in order to acquire a fully satisfied customer. A high rating received from a customer allows for promotion and bonuses but at the cost of the employee if they are faced with traffic violations or being harmed in certain situations. If a low rating is received, it can mean less work and less income. Once a union is established within these organizations, employees can expect to see a better-balanced work-life ensuring their safety and success.

Unions have been fighting on behalf of employees for many years. The popularity of unions become increasingly popular in the younger generation as we see the impact unions have in terms of solidarity and balance of life. We will continue to rally for the future of unions as past history has proven having a union gains a win for the employee which is positive and the foundation for success. The future remains bright as long as the union is in it. Unions will continue to add to the quality of life which every Canadian deserves.