

WHY JOIN A UNION?

Most individuals join a union because they want protection at work. This may be in relation to a variety of issues, but often those of pay and conditions of service, unfair dismissal, redundancy, health and safety etc.

Unions are in the position of being more powerful than their individual members. They have extensive experience in negotiating on behalf of their members on all aspects of employment, working to defend the best interests of each individual employee. Through their work, they ensure that those they represent work in a safe, healthy, fair environment.

In addition to a large number of local and international representatives, unions also have a number of experienced and professional officials who can give advice, representation and assistance to members - when they need it.

In addition to collective issues many members avail of individual advice and/or representation on a variety of issues.

The key reasons why people choose to join unions are listed below:

- Personal representation
- Collective negotiation
- Job security
- Professional support and advice
- Legal advice and assistance
- Health and safety protection
- Special offers/discounts
- Financial services

Union members earn better wages and benefits than workers who aren't union members. On average, union workers' wages are 30 percent higher than their nonunion counterparts. While only 14 percent of nonunion workers have guaranteed pensions, fully 68 percent of union workers do. More than 97 percent of union workers have jobs that provide health insurance benefits, but only 85 percent of nonunion workers do. Unions help employers create a more stable, productive workforce—where workers have a say in improving their jobs.

A union is a medium through which its members have a forum for their individual or group voices to be heard. Union members share a common agenda. Through membership events members form bonds amongst each other. As a result a happier more effective work force is produced.