

# WHAT IS A UNION?



A group of workers coming together to improve their lives.

## **LABOUR RIGHTS ARE HUMAN RIGHTS.**

Unions advocate for strong labour rights. When labour rights are weakened, unions have less ability to fight for human rights for employees.

Here are just **FIVE** good reasons why one joins a union:

### **1. Collective bargaining on pay and conditions**

Unions negotiate pay, pensions and other related terms and conditions that stand to benefit an employee.

## **2. Legal advice and services**

A union should be able to provide legal advice and services to its membership on all employer-employee related conflicts. Another aspect of legal services is in the evaluation of employment laws and policy formulation for reforms as per the developing social changes and demands.

## **3. Personal representation**

One may never expect to have a problem at work but when one needs information or advice they'll be glad they joined a union. Help can range from the elected rep or full-time officer providing a sympathetic ear or reassurance, to full-blown representation if a problem gets serious.

## **4. Health and safety**

Unions have a duty to play in the realization of statutory rights that help protect employees' health and safety at work. Benefits may range from stress and mental health issues handling through coordinated HR-Union solutions.

## **5. Equality**

Unions lead the fight for equal opportunities in the workplace. They stand for equal pay and treatment and against discrimination amongst other equality based benefits.