

Types Functions and Development of Labor Unions

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Paper 1: Types of Unions

Introduction

Labor unions are created to represent workers in specific industries, sectors, trade, etc. The core purpose of the unions is to organize and manage the members in such a way that they are able to resolve their issues and concerns with the management in an effective manner. These issues and concerns usually involve wage issues, working conditions, safety, benefits, etc. The trend of labour unions became more significant and important during the mid-20th century in America. However, after that, the trend has gradually declined. Still, labour unions do exist in various forms. In the American context, there are four main types of labour unions: Craft Unions, Public Employee unions, Political lobbies, and Industrial Unions.

According to Ronald Ehrenberg and Robert, there are only two main types of labour unions, i.e. the Craft unions and the industrial unions (Kaufman & Bennett, 2017). However, with the diversification of the industries, two more types of unions have emerged, i.e. the Public Employee unions and the Political Lobbying unions.

Craft Union

Classical craft unions are the primary unions that emerged from the guilds of medieval Europe (Ahlquist, 2017). These unions are usually created to represent skilled workers in a certain craft-related sector, such as blacksmiths, bakers, etc. These unions are usually created to regulate the production of the craft, set their prices, handle employment issues, etc.

Individuals belonging to this union share a comparable ability or preparation. They don't work for a similar firm or even in a similar industry; they might be specialists. They have an enthusiasm for constraining the number of labourers that contend with them. Thus, they shape an affiliation that provides preparation and permitting and, in addition, different administrations, from protection to social exercises. Likewise, the union tells managers that its individuals will just work in shops or on ventures that are held for individuals alone. A craft union raises its individuals' wages, however, here and there, to the detriment of those outside, and it might separate in harmful ways.

Some of the recent American Craft unions include the Brotherhood of Electrical Workers, United Auto

Workers, International Association of Machinists, etc.

Industrial Unions

Unlike Craft Unions, the Industrial Unions are created for the representation of the workers belonging to the industrial sector, which includes transportation, manufacturing, etc.

This sort of union tries to raise its individuals' pay rates, advantages, and security by arranging however many specialists as could be expected under the circumstances inside a solitary industry (Ahlquist, 2017). Though a craft union looks to restrain access to union occupations, an industrial union tries to develop as large as could be allowed. It, at that point, utilizes the danger of withholding work to reinforce its turn in coordinating and dealing with managers. An industrial union can commit an error by requesting progressively that an industry can really manage. Nonetheless, I speculate that those oversights are generally uncommon. What's more, excepting a vital mistake with respect to union administration, the more they win at the table, the better.

Currently, the International Brotherhood of Teamsters is the largest American industrial union, representing the industrial workers in the sectors of warehousing, construction, and trucking. Other than that, the industrial unions of the United States include United Food and Commercial Workers to represent the hotel and restaurant workers, etc. The Organization of Chemical and Atomic Workers is also an important industrial union in the United States.

Public Employee Unions

Public employee unions are somewhat similar to industrial unions as they represent workers in a certain public sector or industry. These sectors may include government agencies, public educational institutes, etc. (Ahlquist, 2017).

Instructors, police officers, government employees, federal civil servants, etc., among numerous others, hold troublesome employments in public administration for which they frequently get underserved wages, lack of workplace safety and poor treatment. In this manner, it appears to be suitable for them to compose and utilize both lobbying and strikes to ensure their own particular advantages. Notwithstanding, given any level of financing for public administrations, there is dependably a tradeoff between the interests of public workers and those of their "customers".

Some of the well-known Public Employee Unions in the United States include the National Education Association, the American Federation of State, County and Municipal Employees, etc.

Political Lobbying Unions

This sort of union arranges whatever number of specialists would be prudent, gathers contribution as a byproduct of speaking to its individuals in aggregate bargaining, but puts the vast majority of its vitality and optional assets into politics. It sees enactment, as opposed to business contracts, as the best intention to propel work's interests. It utilizes crusade commitments and volunteer work either to help one gathering or to reinforce professional work applicants in the two gatherings. The unions have a privilege to speak to themselves politically, which is a type of "appeal" secured in the First Amendment, and their energy can be a valuable offset to corporate power.

In any case, there are numerous issues with this political procedure. Sorted-out work has restricted power in an economy like our own, where numerous individuals work in employments that don't effectively unionize. Additionally, there might be a free fit between the suppositions of the majority and the arranging position of their lobbyists and pioneers.

At last, unions enter politics with a guardian obligation to expand the welfare of their individuals; accordingly, they can't take part effectively in open-finished thoughts about public policy that may consider different issues.

References

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