Discussion 9

[Name of the Writer]

[Name of the Institution]

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A labor union is a group of workers or employees, mostly of the same department or the same job role, who come together to achieve a common goal. Most of the time, such unions are formed for getting better working conditions, better wages, improved safety standards or other benefits like medical insurance, health insurance or retirement plans (Flavin, & Shufeldt, 2016). The unions act as a negotiator between the higher management of the company and the end line employee. The major intent of any labor union is to provide benefit to the ultimate employee by without hurting their sentiments and keeping harmony between both the parties (Roy, 2017). In short, a labor union acts as a bridge between the employee and the employer.

I had joined an internship program, in a well-known manufacturing company, some months back. It was a huge manufacturing unit that dealt with food and organic products. The company produced various types of food products and sold them to big markets like super stores and departmental stores. The employees working in the organization had no union and worked in much peace and harmony. There was only one issue that the employees working in the organization did not had any medical or health benefits provided to them. For this purpose, some of the innovative thinkers from the first line employees decided to take and initiative and form a group, who can present their demands in front of the top employees, to provide them with the medical and health insurance facilities. I was also invited to join the union but I refused to do so as I was only an internee there and was not intending to stay there for a long period of time. If I had been a permanent employee in the food-product company, I would have definitely joined the union and got the benefits that were being demanded.

**References**

Flavin, P., & Shufeldt, G. (2016). Labor union membership and life satisfaction in the United States. *Labor Studies Journal*, *41*(2), 171-184.

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