



# **IBEW LOCAL 53**

**International Brotherhood of Electrical Workers**

## **Unions And You**

### **Do Unions limit my ability to function in the workplace?**

**No. In fact, unions enhance the ability of employees to be productive in the workplace by eliminating dissention between workers and management. With a union, workers are provided a vehicle to address their concerns about work issues. Without a union, employees are limited in effectiveness to what the employer believes the employees need to perform the job effectively and safely.**

### **Does the union limit my individual ability to communicate with management?**

**No. Unions encourage communication between individual workers and their supervisors. In fact, unions provide the ability of workers to speak to supervisors or managers about a problem without fear of repercussion, since union members enjoy legal protections under their contracts and national labor laws.**

### **Does the union limit the ability of workers as a group to communicate with management?**

**No, it increases that ability. Workers and management can only work together if workers have the power and ability to address concerns as equals. Without that power and ability, the employer has no obligation to address employee concerns and needs.**

## **Does the union provide a vehicle for communication between employees?**

**Yes, most definitely. Unions exist for the sole purpose of worker advocacy. Unions exist for the sole purpose of worker advocacy. Workers helping workers. If any workers form a union and band together, they begin to discuss among themselves their needs in the workplace. A union allows these workers to meet with any form management as a group to address changes.**

## **What if I don't agree with the majority of my fellow workers?**

**Each worker in a union has the right and obligation to express his or her point of view on a given subject. Union members are encouraged to speak out to address their concerns. Many ideas contribute to a more intelligent solution of a problem. Unions are fully democratic organizations. Just as in any democracy, there will be persons who don't agree with the majority on certain issues. A union promotes the idea of a voice and dignity for all. Unlike unorganized workplaces, unions have room for many differening viewpoints and ideas, and all viewpoints and ideas are heard. Members then act upon the debate, by making up their own minds and voting selections.**

**Unions Protect The Rights and Dignity of The Individual Through The Collective Efforts of All.**

