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Unions

Before the passage of the National Labor Relations Act (NLRA) of 1935, employers applied various tactics to discourage employees from forming unions. Employers employed multiple techniques to suppress workers, including exploiting them via terrible harsh working conditions, poor compensation, and other things. In this context, this paper aims to examine the strategies employed by employers to limit and prohibit the establishment of labor unions before the adoption of the National Labor Relations Act.

Wancewicz (2020) suggests that before 1935, employees had the choice to participate in the union movement and withdraw their services during industrial action. Still, companies had the power to dismiss employees who joined labor movements or partook in striking. It was highly problematic for a worker to find new employment during an economic recession than for a business to recruit fresh staff. Consequently, workers were reluctant to involve themselves with the union movement, and just 10% of American workers were unionized by 1933 (Wancewicz, 2020). On the 5th July 1935, Congress approved the National Labor Relations Act. It was welcomed at the period and a watershed moment in American labor history for many years afterward. Before the NLRA was passed, employers had the freedom to spy on, interrogate, penalize, blacklist, and terminate union workers as per the law. The act offered workers some level of protection even when unionized. Terminating the employment of a union worker is lawful today if the employee engages in unprotected industrial action. A strike deemed unlawful by a court of law gives the employer liberty to dismiss the striking union workers. For this reason, Colvin (2016) suggests that any industrial action should not happen contrary to the law and must be official (meaning the employee's union initiates it).

Employees formed unions to have a voice in decisions such as wages, work hours, job conditions, and many other matters that arise in work. Unions are important since they can institute rules for workers' training, skillsets, salary, operational environment, and general worth of employee's life. Salaries and welfares agreed by unions are repeatedly enhanced than those negotiated by non-unionized members. Local and federal laws offer much fewer protections than most collective bargaining agreements. In countless states, for instance, employees do not enjoy the liberty to take a rest. More critically, many states implement the statutory concept of "own occupation resolve," meaning employers can dismiss non-unionized personnel for unjustified or no basis (Hijal-Moghrabi et al., 2017). Unions also strive to introduce laws at the federal, regional, and local stages to enhance better operational practices for their affiliates, which is advantageous to their members. The eight-hour time is an illustration of successful progress that unions have attained that benefits everybody.

One of the present challenges for unions is the declining union membership. The influence of trade unions has been eroded due to resistance from state officials and corporations, and more manufacturing jobs have been outsourced abroad where wages are lower. Furthermore, "right-to-work" legislation has hampered the capacity of unions to mobilize in several states. Workers can withdraw from a union and must also be covered by the union even if they do not pay union contributions. The Taft-Hartley Act, which permitted independent states to establish these forms of prohibitions, ushered in the growth of right-to-work policies in 1947. Businesses would not want a third party meddling with their freedom or capacity to operate independently. Businesses are concerned that unions may increase their costs beyond their means. Organizers frequently argue that a union is a grouping of the company's legitimate workers and hence not the menace that corporations consider them to be. Employers also say that unions may not

always have the long-term interests of their workers at heart, which as per Alimahomed-Wilson and Reese (2021), is Amazon's rationale for resisting union membership in Alabama.

To sum it up, currently, unions are more vital than they have ever been. The character of labor is evolving in a global market, and some businesses are resisting unionization. If anti-union efforts were not so widespread, evidence demonstrates that significantly more employees would unionize. When employees strive to organize unions, they are frequently met with deception and harassment, including the termination of union advocates. When employees act alone, they have less influence, but they can make a significant difference in working as a community. Workers' associations are their unified voice. Unions act as guardian for workers, using their influence to guarantee that employees' legal rights are upheld.

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