

What do you Foresee as the Role of Organized Labour in the Future?

Today, organized labour also known as unions have a number of roles such as **increasing employee's wages, strengthening pensions and benefits, as well as settling discrimination and inequalities in the workplace. I believe that with the increase of precarious jobs it will** be more difficult for new workers to find a job that is unionized. In addition, the role of organized labour may depend on future government regulations. Finally, unions should invest in educating the upcoming generation of workers on the benefits of unions.

Precarious labour which is a form of non-standard employment has risen over the past decade. Precarious jobs are growing at almost twice the rate as standardized jobs annually.

Precarious jobs pertain to jobs that often only offer part-time hours, have low job security and are usually underpaid compared **to unionized jobs. This upward trend of precarious jobs is concerning for the** upcoming generation as it can make it more difficult to find a unionized job.

According to Labour Laws in Canada, **all employees have the right to join or form a union without punishment from their employer. In the future, employees who have precarious jobs may need to form a union in their workplace or find an existing union instead of joining a job in which a union is already present.**

Governments have the ability to create regulations that can either aid or harm unions. They have the power to pass bills that can limit what unions do during collective bargaining. In Ontario, Bill 124 was passed in November 2019 which has negatively impacted unions and in turn has negatively impacted public sector workers. This bill affects public sector workers in multiple ways. One way is that it limits the compensation increase to a maximum of during the moderation period. This increase is lower than the rate of inflation and the cost of living meaning these workers are getting a pay cut annually. Since the bill has been implemented,

unions have challenged this bill on the ment that it is unconstitutional as it interferes with the right to collectively bargain and the right to strike. In the future, unions must continue to fight for their workers and challenge the govenment when bills **like Bill 124** are passed. Hopefully in the future the government will realize the répercussions **these bills** have on public sector workers. Instead of the government working against unions, they should implement bills that helps unions and in turn help public **sector workers**.

In most recent years (prior to the **COVID 19** pandemic) there has been an increase of jobs in the private sector such as retail and restaurant employment. Most of these jobs are not unionized and require little experience, making it casier for youth to be hired. In addition, most high schools do not teach students about the workforce, labour laws or the benefits of being unionized. This leaves our youth **unaware about their own workplace rights and the roles of unions**. **To fix** this problem, unions should consider offering schools educational services, such as a presentation, to teach the upcoming generation of workers the benefits of unions. **This would allow youth workers to know their rights in the workplace or convince them to consider working** for a unionized job

There are a variety of ways I foresee unions in the future. With an increase in precarious jobs it may be more difficult for the unemployed to find a unionized job. This may lead to workers forming or joining a union rather than finding a unionized job. Governments can also create bills that can help or hurt unions. Lastly, **unions should invest in educating the** upcoming generation of workers on the role of unions in the workplace. I believe that in the future, unions will strive to play an integral role for many Canadians in the workplace.

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