

Ques. 2

What is the meaning of trade union? Discuss the reason due to which employees join unions? What is grievance procedure? Explain its merits & demerits?

Ans

Trade union -

An organisation for people who all do the same type of work. Trade unions try to get better pay and working conditions for their members.

A trade union is an association of workers forming a legal unit or legal personhood, usually called a "bargaining unit", which acts as bargaining agent and legal representative for a unit of employees in all matters of law or right arising from in the administration of a collective agreement.

1. Economic reasons for higher wages, increased benefits, shorter hours and improved working conditions.
2. Job security, one basic human needs is security. In the work environment, employees find themselves in a dependent relationship on their bosses & on what they probably view as impersonal organization.
3. Social reason, Men & women are social beings. Therefore, workers have a strong need to accept by their peers.
4. Recognition, some employees have found that the union structure offers them an opportunity to gain recognition not available to them in the b/s org<sup>n</sup>.

### Grievance procedure -

A grievance procedure is a formal way for an employee to raise a

problem or complaint to their employer. The employee can raise it informally has not worked. They do not want it dealt with formally.

### Merits -

- (i) Enforce the contractual time limits.
- (ii) Get the union to identify specific contractual provisions allegedly violated.
- (iii) Visit the work area where the grievance arose.
- (iv) Determine if there were any witnesses.

### Demerits -

- (i) Apply the grievance remedy to an improper grievance.
- (ii) Hold back the remedy if the company is wrong.
- (iii) Admit the binding effect of a past practice.