

Trade Union is a group of employees who join together to maintain and improve their conditions of employment.

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

### In simple words

A trade union is a continuous association of persons in industry, whether employers, employees or independent workers - formed primarily for the purpose of the pursuit of the interest of its members and of the trade they represent.

### Five reasons to join a union

- ① Better wages and benefits - It's proven that workers who are trade union members earn more than non-unionized workers.
- Trade unions hammer out negotiations with management to get the best possible deal for employees. So don't have to.

② Personal protection ⇒ Unions have got your back. Not only can they tell you your rights, they will defend your rights. If employer treats you unfairly, you can rely on support and expert representation from your union.

③ Equality ⇒ Trade union champion equal rights and equal pay. They fight discrimination against race, gender, sexual orientation and disability. As a trade union rep, you can make your work place better.

④ Health and safety ⇒ That's because trade union won't let workers put their lives at risk to meet production targets or save the company money. Trade unions campaign tirelessly for safer working conditions, and can be thanked for most of the gains in workplace health and safety.

⑤ Solidarity ⇒ Trade unions have an incredible network that spans the world. Global trade unions. Like IndustriALL, which counts over 600 trade union affiliates in 140 countries.

can use their membership of millions to command the attention of very biggest corporations. when you join a union. you join a global family.

Grievance procedure is a formal way for an employee to raise a problem or complaint to their employer. The employee can raise a grievance if they feel raising it informally has not worked they do not want it dealt with informally.

### Merit

- ① Your request could to be approved and you would be able to do what you intended to do.
- ② You may feel more empowered.

### Demerit

- ① Legal action can be expensive
- ② You could alienate the committee and administration
- ③ It could take weeks or months to receive a decision.

③ You may be able to make faster progress.

④ You could gain the reputation as a student who holds the university accountable for their polished guidelines and therefore receive what I would call "informal VIP status" as a student

④ You could be perceived as a malcontent and responses in the future (for transcripts) could be lengthy.

⑤ You could risk the goodwill that you have really established with the committee and the university, since you are an excellent student and your design has great merit.